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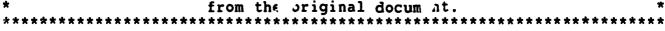
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#### **ABSTRACT**

Results of a survey of salaries of full-time administrators at public doctoral-granting institutions for 1987-1988 are presented. Rank order distributions of 12-month administrative salaries are provided for 147 state-supported universities from 49 states and 32 university systems from 26 states. The first section ranks salaries paid among all participating universities. Two average salaries are indicated after each position's rank order of salaries, the average for all institutions and the average for those institutions belonging to the National Association of State Universities and Land-Grant Colleges. Salary data are also arranged into the nine regions defined by the Equal Employment Opportunity Commission. A separate table indicates salaries paid to officers of university systems. Specific positions are covered under the following administrative categories: president (chancellor), academic officers, business officers, student affairs officers, operations officers, public relations or development officers, research officers, deans, and medical deans. To provide anonymity, the universities are not identified with their salaries, but are listed separately. (SW)

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TWENTY-FIRST ANNUAL

RANK-ORL R DISTRIBUTION

01

ADMINISTRATIVE SALARIES

PAID

1987-88

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ADMINISTRATIVE SALARIES
IN ONE HUNDRED FORTY-SEVEN STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-NINE STATES
AND THIRTY-TWO UNIVERSITY SYSTEMS
REPRESENTING TWENTY-SIX STATES

OFFICE OF INSTITUTIONAL RESEARCH
UNIVERSITY OF ARKANSAS
DECEMBER 31, 1987



#### A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

#### INTRODUCTION

This study is the twenty-first annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was fewer than five, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title.

Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Table I contains an average for only those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and function range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.



# A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES DESCRIPTION

#### TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-eight universities in fifty states. From this group, replies were received from one hundred forty-seven institutions in forty-nine states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Two average salaries are printed after each position's rank order of salaries. The average salary for only those institutions belonging to NASULGC is calculated, as well as the average for all institutions.

## TABLE II

The second section is a series of tables showing the salaries paid among the one hundred forty-seven participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

#### TABLE III

The third section of the study is a table of salaries paid to university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-five university systems in twenty-eight states, and replies were received from thirty-two university systems in twenty-six states.



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	Academic Officers						
	Business Officers						
	Student Affairs Officers						
	Operations Officers						
	Public Relations/Development						
	Research Officers						
	Deans						
	Medical Deans						
TABLE II	A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Forty-Seven Universities in Forty-Nine States by Equal Employment Opportunity Regions:						
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	Dallas Region						
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	Kansas City Region						
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	San Francisco Region						
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#### TABLE I

# A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIFS PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES

This table summarizes the data for one hundred forty-seven universities in forty-nine states. For making these data available, the University of Arkansas is grateful to the following universities:

\*Arizona State University \*Auburn University Ball State University Bowling Green State University California State University · Los Angeles Central Michigan University City University of New York Graduate School and University Center \*Clemson University Cleveland State University College of William and Mary Colorado School of Mines \*Colorado State University East Tennessee State University East Texas State University Florida Atlantic University \*Florida State University \*Georgia Institute of Technology Georgia State University Idaho State University Illinois State University Indiana State University \*Indiana University - Bloomington Indiana Unive sity of Pennsylvania Indiana University - Purdue University at Indianapolis \*Iowa State University of Science and Technology \*Kansas State University \*Kent State University \*Louisiana State University and A & M College Louisiana Tech University Memphis State University \*Miami University \*Michigan State University Michigan Technological University

Middle Tennessee State University \*Mississippi State University \*Montana State University Morgan State University New Jersey Institute of Technology \*New Mexico State University \*North Carolina State University at Raleigh \*North Dakota State University North Texas State University Northeast Louisiana University Northern Arizona University Northern Illinois University Oaklan University \*Ohio State University \*Ohio University \*Oklahoma State University Old Dominion University \*Oregon State University Portland State University South Dakota School of Mines and Technology \*South Dakota State University \*Southern Illinois University at Carbondale Southern Illinois University at Edwardsville \*State University of New York -Albany \*State University of New York -Binghamton \*State University of New York -Buffalo State University of New York -Environmental Science \*State University of New York -Stony Brook Stephen F. Austin State University \*Temple University

\*Member of National Association of Scate Universities and Land-Grant Colleges.



Tennessee Technological University \*University of Maryland Texas A & I University at College Park \*Texas A & M University \*University of Massachusetts \*Texas Tech University \*University of Michigan University of Akron at Ann Arbor \*University of Alabama \*University of Minnesota -\*University of Alabama -Twin Cities Birmingham \*University of Mississippi University of Alabama -\*University of Missouri -Huntsville Columbia \*University of Alaska \*University of Missouri -\*University of Arizona Kansas City \*University of Arkansas \*University of Missouri -\*University of California Rolla \*University of California -University of Missouri - St. Louis Davis \*University of Montana University of California -\*University of Nebraska -Santa Cruz Lincoln University of Central Florida \*University of Nebraska \*University of Cincinnati at Omaha University of Colorado University of Nevada, at Boulder Las Vegas University of Colorado \*University of Nevada, at Denver Reno \*University of Connecticut \*University of New Hampshire \*University of Delaware \*University of New Mexico \*University of Florida University of New Orleans \*University of Georgia \*University of North Carolina \*University of Hawaii at Chapel Hill at Manoa University of North Carolina \*University of Idaho at Greensboro \*University of Illinois \*University of North Dakota at Chicago University of Northern Colorado \*University of Illinois University of Northern Iowa at Urbana-Champaign \*University of Oklahoma \*University of Iowa \*University of Oregon \*University of Kansas \*University of Rhode Island at Lawrence University of South Alabama \*University of Kentucky \*University of South Carolina, \*University of Louisville Columbia University of Lowell \*University of South Dakota \*University of Maine at Orono \*University of South Florida University of Maryland -University of Southern Baltimore Mississippi University of Maryland University of Southwestern Baltimore County Louisiana

<sup>\*</sup>Member of National Association of State Universities and Land-Grant Colleges.



\*University of Tennessee 
"Inoxville
University of Texas
 at Arlington

\*University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso
University of Toledo

\*University of Utch

\*University of Vermont

\*University of Virginia

\*University of Washington

\*University of Wisconsin
at Madison

\*University of Wisconsin
at Milwaukee

\*Utah State University

\*Virginia Commonwealth University

\*Virginia Polytechnic Institute and
State University

\*Washington State University

\*West Virginia University

Western Michigan University

Wichita State University

<sup>\*</sup>Member of National Association of State Universities and Land-Grant Colleges.



		RANK	SALARY	RANK	SALARY
PRESIDENT OF	F A SYSTES	27	114,896 *	СB	AC. 145 *
OF MULTI-	CAMPIIS	28	114,450 *	45	89,145 #
INSTITUTIO	מת כ	29	112,450 *	91	99.145
		30	111.350	42	89.121 *
RANK	SALARY	31	110,702	93	80,400
1	140,000 *	32	110.500	94	88.81 *
2	135,460 +	33	110.300 +	95	85.700 +
3	129,500 *	34	110,000	96	88,556 *
4	122,435 *	35	113,000	97	200 488
5	120,225 *	36	109,962 *	Çà	95.825
6	115.000 +	37	109.100 *	93	85.690 #
7	109,650 *	38	109-080 *	100	95,000
ú	107,004 *	39	107.98G *	101	85,000 *
9	106,000 *	40	107,980 *	102	85.000
10	105,000 *	41	107.590 *	103	84,474
11	104,700 *	42	107,50C	174	84,100
1?	104,000	43	107,440	1 √ 5	92.555 *
د 1	103,194 *	44	107:000	106	83.226
14	97,049 *	45	106,191	107	83,227
15	96+660 *	46	105,000 +	104	83+000
16	95,0U0 *	47	105,000	107	82,834
17	89,750 +	48	104,000 +	111	P2.502
18	85,000 +	49	103.880 *	111	82.000
19	58.000	50	103,550	112	9C+5CC
		51	103,450 *	113	79,437 *
A VEPAGE "+"	109,489	52	103,126 *	114	78.156 *
		53	103,000	115	78.156 *
AVERAGE ALL	106,490	54	101,500	116	79.000
		55	100,904	117	77.530
		56	10C+70C	116	75, 535
		57	100,000	119	74,335
PRESIDENT OF		74	100.000	1 20	74,335
UNIT INSTI	TUTION	57	100.400	121	74.027
		50	99,547 *	1 22	74,000 +
		61	99,700	1 2 3	73,250 *
RANK	SALARY	67	Q6•12C	124	73,00C +
1	147,000 +	63	97•52C *	125	77.600
?	142,000 *	64	97,439	126	7 <b>0,</b> 000
3	140.000	65	97.40 *	127	47,737 +
4	135.300 *	46	97,000		
5	135,000 +	67	95,000 *	AVERAGE "+"	103,557
6	132,300 *	68	94,760 *		
7 p	130.000 *	69	94,530 *	AVERAGE ALL	99,561
	128,466 *	70	34.2H5		
9	128,456 +	71	94,150 +		
10	129,465 *	72	94.000		
11	128,220 *	73	93,363 *		
12	125,000 +	74	92,100 *		
13	120,000 +	75	92,100		
14	120,000	76	92.100 *		
15	120,000 *	77	92.000		
16	117,600 *	79	92.000 *		
17	117,600	79	92.000 +		
1 P	117,500 *	90	91.745		
19	117,233 *	81	91+604 +		
20	117,232 *	69	90,755 +		
21 22	115-165 *	F 7	90.000		
?3	115.165 *	R 4	90,000		
23 24	115,000 +	P 5	85,837 *		
25	115,000 * 115,000	86	89,804 +		
26	115,000	ค7 <sub>(เ</sub> ก	89.145	*	er of NASULGC*
4.0	1177000 +	Ç	99,145 *	Memb	er of NASULGC

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		RANK	SALARY	RANK	SALARY
ACADEMI	IC OFFICERS:	5 <b>a</b>	80.674 +	4	(113,000)+
ACADE	EMIC VICE POFS/	54	9C. 300 +	5	112,000
VICE	CHANCE LL OR	60	8C+000 +	6	110.750 +
		61	80.000	7	109.800 +
RANK	SALARY	62	80.000 *	8	108,700 +
1	128,400 *	63	( 74,440)	9	107.100 +
2	117,500 *	54	79,000 +	10	(106,575)+
3	· 11 5 • 00 0) *	65	78.400 +	11	102+400 +
4	(114,480)*	64	78,442 *	12	( 39,600)*
5	(113,000)*	67	7E,39A	12	( 98,633)*
6	(112,500)*	68	78,000	14	77-500
7	110,020 +	é 9	78.000 +	15	97,128 +
f	177.000 +	70	77,500 +	16	96,370 *
9	(106,575)+	71	( 77,076)	17	96,000 *
10	106+300 *	72	76,000	18	95,450 +
11 12	103,500 +	73	<b>75,</b> 95C	19	95,000 +
13	102,000 +	74	75,567 *	20	94,000 +
14	101+000 + 100+551 +	75 74	75,336 +	21	1 94,400) +
15	100,551	76 77	75+00¢ +	22	93,700
16	99,500	78	74,298	23	91,000 +
17	77,440 +	79	74 • 00 4	24	90,130 +
ī,	( 98,633) *	80	73,450	25	99,449 *
19	98, 175 +	87	73,709 + 73,000	26	98.450
20	97,440 *	82	72.800	27	87,740 *
21	75,26C +	63	72,600 +	2 A 29	( 86,850) *
22	95.000 *	94	72, 319	30	95,955 85,758 *
23	94.000 *	85	72.019 +	31	35.720 +
24	94.000	PA	71.600 +	32	35,500 ±
25	93,300 *	87	71,500	33	( 85,000)
Ž4	92+500	88	70,900	34	34,04 P
27	92,500	AY	70,275	35	83.640
28	92,400 *	90	69.741 *	36	83,476 *
29	92, 365	91	68,746	37	83,076 *
30	91,000 +	92	120,686	38	92,000
31	90,745 *	43	67.000 *	30	P1,197
32	90 • 52 5	94	66, 774	40	91,000 *
33	89,750	95	6K+70L	41	( 79,440)
34	99.455 ±	44	65+520	42	79,000 +
35	89+300 +	<b>47</b>	65,52C	43	78+ <sup>75</sup> 0
36 37	89.20C	QA NA	45.000 +	44	( 77,076)
3 P	™ 8 • 00 0 A 8 • 00 0	33	63.400 +	45	70+30C
39	* 7 • 72 O *	160 161	( 63,354) *	46	65,000
40	1 86.620) *	102	61,642	47	65+000
41	86,000	103	61,435 60,300 *	48	( 63,354)*
42	86.00C	104	50+194	. UED 1 CE - MAR	24 64 6
43	d5,596 *	105	60,000	A VERAGE **	76,048
44	( 94,000)	4.7.7	00,05	ANCRACE	91.737
45	85,000 ±	AVEPAGE .	*** RH.507	A VERAGE ALL	411131
46	94,874 *				
47	84,800 +	AVERAGE	11. 34.16P		
48	94,500				
40	94 + CU O +				
50	83,90€ +	ACADEMIC	DEFICERS:		
51	83,640 +	PRNVN ST	•		
52	93,220 +				
53	93,000				
54	81,648	RANK	SALARY		
55	81,500 +	1	125,500 +		
56	81,304	?	(115,000) *	<del> </del>	
57	A1 • OG C	3	(114,480) +	<sup>™</sup> Merr	ber of NASULGC*

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		RANK	SALARY	RANK	SALARY
ACADEMI	C OFFICERS:	54	88. CDC	120	52.044
DIREC	TOP OF	5.3	65.450 *	121	52, (30 +
LIBRA	RIES	+0	65 <b>,</b> 335 *	122	51.699 *
5.44		<b>^1</b>	65.76° +	1 2 3	50,99C +
RANK	SALARY	62	65,644	124	50.400 +
1	192,506 *	6.3	65.406 +	1 2 5	49.243
2 3	22.000 *	64	64,277 #	1.6	4P, 31C
4	90,400 <b>*</b> 39,800 <b>*</b>	65 66	64+500 +	127	44,000 +
5	87,60C *	67	63,900 63,600 *	158	47.70C
· 6	87.000 *	68	63,252 *	129 130	47.652 46.772
7	76.50C *	69	63.150 +	131	45,478 +
9	86,350 *	70	43.000 +	132	45.10C
9	86,190 *	71	63.000	133	45,000
10	96,000 +	7?	62,995 *	134	44,949
11	85.00G <b>*</b>	73	62,875	135	44.700
12	83.400 +	74	62,70°	1 36	44,459
13	95,760 *	7 <b>°</b>	62.59F	1 37	44,293
14	81,000 +	74	62.100 *	138	43.085 +
15	A0,500 +	77	61,942 +	139	42,500
16 17	90.3.5 *	79	61,776 *	140	42+115
19	80,000 * 78,695 *	73 80	61,77C *	141	38,993
19	79,683	81	61.364 *	148	32,321
50	78.49P *	82	61,241 + 61,036 +	4VER4GE "#"	69, 361
21	77.662 *	ชา	61,008	470,40	444.301
22	77,500 +	9.4	61.000 *	AVERAGE ALL	54.122
23	77,000	85	60.900	475(41) = 22	
24	76,700	86	60,300 *		
25	7h,000 *	97	60,760		
26	75,922 *	6.8	<b>60,00</b> 0		
27	75,000 *	нэ	60.000 +		
28	74,970 *	90	40.000		
24 30	74,755	91	59,800		
31	74,423 * 74,039	92 93	59,600 59,600		
32	73,800 +	94	58.900		
33	73,320	95	5P, 65C		
34	72,591 *	95	500 +		
35	72,275 +	97	58, 50C		
36	72.000 +	üА	58,357 *		
37	71,400 *	43	57.70C +		
3я	71,300 +	100	57,636		
39	71,046 +	101	5 <b>7,0</b> 00		
40	70.784 *	102	36,70C *		
41	70,400 +	103	56,442		
42 43	70,348 * 70,315 *	104	56 • 45C		
44	70,270 +	105 <b>1</b> 06	56,77C * 56,000		
45	79,000 *	107	55.940		
46	69,840 *	168	55,825		
47	68.900 +	100	55,574		
48	58,496 +	110	<b>75, 1</b> 64		
49	5F,450 *	111	55.015		
50	68.000 ₹	112	54 • 50 C		
51	57.640 +	113	54,380		
92	67,450 *	114	54.150		
.3	56,500 +	115	53.010		
54 88	66,500 +	116	53,330		
55 >6	66,408 *	117	52,420 + 52,272		
56 5 <b>7</b>	66,23( 66,063 *	119 119	52,264	*	er of NASULGC*
,,	90,000 -	114	· · • 60=	Memb	ei di Madeldo



		RANG	SALARY	RANK	SALARY
A CADE 4	CONFERENCE OF THE PROPERTY OF	5º	43.500 *	.15	30,031 *
	TOR OF	59	43,450 *	116	20,318
AFFI	RMATIVE ACTIO	40	42.344 4	117	29. 331 *
		61	43,260 +	110	20.0)0
RANK	SALARY	62	43, JOP *	119	25,940
1	77,400 +	63	43,000	1.20	24.030 *
2	74,20% *	64	43,000 +	• ,	
3	7U,650 +	ò5	42.860 +	A VF2455 ###	44,956
4	58.200	66	42,700		
5	{ 56,500} +	67	42.630	AVERAGE ALL	44.74A
*	65,400 ≇	AB	47.4RF #		
7	<b>55,103 *</b>	69	42,144		
e	64,296 *	70	41,906		
9	63,945 +	71	41,58C *		
10	63+600 <b>*</b>	72	41,322		
11	41,593 +	72	40,555		
12	61,585 +	74	40.517		
13	61,160 *	75	40,C08		
14	59,920 *	76	4U,00C		
15	( 59,460)	77	40,00C *		
16	59.290 *	78	39-756 +		
17	5A,818 +	79	39,165		
18	( 58.448) *	60	39,105 *		
19	57,287 *	R I	38,450		
20	50+025 +	8.2	38,340 *		
21	54,500 +	F 3	3P, 300		
2?	53,075 +	A 4	38.221		
23	53.000 *	85	38,050 +		
24	53,000 *	86	37.990		
25 21	52,462 *	87	37,710 *		
<b>,</b>	52,008	d A	37.342 *		
	51.995 + 50.964	<b>P9</b>	36.P67 *		
29	50.400 *	90 91	36.100 +		
30	49,550	42	₹5+00C + 35+844 +		
31	49,000 +	93	35,700		
32	48,403	94	35,700		
33	48,324 +	95	35.400 +		
34	48,277 *	94	35,400 *		
35	47,96 R	37	35,200 *		
34	47,925 *	98	35.000		
37	47,841 <b>*</b>	19	34,700 *		
36	47,80* *	160	34.691		
39	47,800 *	101	34,004		
40	47,700	132	34,000		
41	47,500 *	103	34,000 +		
42	47,161 *	104	34,000		
43	( 47,040)	105	<b>73,</b> 250		
44	46,306 *	106	33,620		
45	46.0U0 +	107	33,197		
46	45.800 *	10°	33,000 *		
47	45,500	100	<b>32,</b> 832 *		
48	45,426 *	110	32,760		
49	45,400	111	32,651 *		
50 51	45,300 +	112	32,592		
51 52	45,180 +	113	31,500 *		
5? 52	45,168 *	114	30,400		
53 54	45,100				
55	45,050 <b>+</b> 44,700 <b>+</b>				
55	44,54( *				
57	44,500 *			****	er of NASULGC*
<i>J</i> .	777 0 7 7			Memp	UI NASULUC



		RANK	SALARY	RANK	SALARY
A CADEMI	C OFFICERS:	5 4	65+30C *	120	5 <b>2 • 75</b> 0
DIREC	TOR OF COMPUTING	59	65.350	iři	52.620
SERVI	CES	40	65+340 *	122	52.500
		61	65,300 +	123	52.344 *
RANK	SALARY	62	6 <b>5 • ?</b> 00	124	52,104
1	91.800 *	63	65.002 *	125	52,000
2	30.C3C +	£ 4	44. 89K *	126	51.75C *
3	87+602 +	65	64,700 *	127	51.500
4	37.200 *	66	64.636 *	[ 2 R	51 • 42 5
5	P5.000 *	67	64,400 *	129	51.400 +
6 7	*4.300 +	68	64,750	130	51.072
é	93.800 <b>*</b> 92.120 <b>*</b>	67 70	44,230 +	131	51,000
9	91.127 *	71	64,169	132	50. 932
10	d0.445 +	72	63+20C + 63+000 +	133 134	50.658
îĭ	79.560 *	73	63.00.	135	50,399 <b>★</b>
12	79.560 +	74	62.500	136	50+287 <b>*</b> 50+040 <b>*</b>
13	79,310 *	75	61,960 +	137	70,000
14	79.280 *	76	61,700	138	49,400 +
15	79.050 *	77	61,618 *	139	49, 335 +
16	78,863 <b>*</b>	7 P	61.500	140	49.247
17	7 <b>3</b> ,308 +	77	51.500	141	49, 195
19	78,000 *	80	61.50C *	142	49,107
19	77,733 *	<b>#1</b>	61.210	143	48.841
SC	77,580 +	82	61.000 +	1 4 4	48.480
21	76,421 *	83	60,864 *	145	40,474
22	76,214 *	û.e	F0,417 +	146	48.294 *
23	75,400 +	95	60.4UF	147	4R.11/ *
24	74,600 +	86	60.000 +	1 4 R	48,075 +
25	74.300 +	87	59,961 +	147	47. 910
26	74,095 *	89 89	59.850 +	156	47.10C +
27 28	72,862 <b>*</b> 71,760 <b>*</b>	90	59+364	151	47,004
29	71,694 +	91	59,072 *	1.52	47.000 *
30	71,300 +	92	58,840 * 58,501 *	153 154	46,884
31	71,033 +	93	58.336 *	155	44.800 40.741
32	70.950	94	58 • 00C +	156	45.520
33	70,920 *	95	57.70	157	45.400
34	70.315 *	96	57.500 *	156	45, 430
35	70,CCC *	97	57.400	1 = 9	45,792
34	70+000 * '	ÚВ	57.264	160	45.418
37	69,793 +	40	57,252	161	45,259
39	69.205 *	100	<b>57</b> •05€ •	162	44,611 +
39	08.400 *	101	56+6CC +	1+3	44,400
40	6A,355 +	102	55.R34 +	1 4 4	44.430
41	68,000 *	103	55.924 +	165	44.000
42 43	67•928 67•882 *	104	55,539	166	47.660 +
44	57.800 57.800	105	55.472	167	42,630
45	47,500 <b>*</b>	106 107	55.207	1 f f	42,20°
46	67,464 *	104	55+152 + 5*+30^	144	41,802
47	67.323	107	54,975 *	170 171	41.443 41.303
48	67.053 +	110	54.102 *	172	47.00P
49	67.000 +	111	54.106 *	173	39.000
50	66.720 *	112	53,940	1,2	
51	66.650 *	113	53.700 +		(Continued)
52	66.300 +	114	53.532		,
53	66,223 +	115	53,400 +		
54	66,000 *	116	53.400 +		
55	66,000 *	117	53+13º		
5 6	66,C30 *	118	53.000	<del>.</del>	
57	65+562 *	119	52,43C *	*	Member of NASULGC*



		RANK	SALARY	RANK	SALARY
(Continued	1)	39	32.60C *	161	66.EUC
(00	-,	40	91,936 *	102	65.700
ACADEMIC	OFFICERS:	41	31 • A50	103	5,520
	TOR OF COMPUTING	42	81,648 *	104	5,53C *
SERVIC		43	91,500 +	105	65.350
30111	.· 3	44	91+230 *	166	65.000
RANK	SALARY	45	81,230 *	107	54,050
		46	80,855 *	104	64,014
174	34 + 5(7 +	47	80.678 *	100	63,972
175 176	34,426	<b>4</b> R	90,44 B +	110	63,600 #
	38,320 *	49	90,400 +	111	61.030
177	37+47( *	50	80,000	112	61,200
177	3 • • 5 7 2	51	* O.CO.	11 🤊	61.000
A16 7 11 A 7 7	10 4.00	52	90,000 *	114	60,098
AVEVAGE	*** 54 + 11 4	53	79,800 ÷	115	50,233
AVE 1407		54	79,500	116	57,362
AVESAGE	ALL 90.463	55	79,000	117	56.60C 4
		56	78,500	11ª	53,28F *
		57	77.000	119	52.000 +
	/FISCAL OFFICERS:	58	77,000 +	170	44,265
	RESIDENT FOR	59	76,932 *		
PUSINE	SS	(0	76+860 <b>+</b>	4415442= 444	91.874
		61	( 76,836)*		
RANK	SALARY	62	76 > 80C	AVEPAGE ALL	79,004
ı	122,000 *	61	76+65C		
2	115,50C *	64	76.400		
3	105.00C *	65	76,326		
4	102.000 \	66	76,320		
5	(101+900)*	47	75.626		
6	99.500	64	75, 496		
7	99,345 *	69	75,500		
P	99,000	70	75,000 +		
9	( 38,70 <u>0</u> )*	71	74,500 +		
10	98.000 *	72	73,980		
11	₹ <b>7</b> ,500 <b>*</b>	73	73.900 *		
12	9 <b>6,</b> 600 *	74	73,500		
13	96.000 *	75	72.800		
14	36.00C *	76	72,740		
15	<b>≠5</b> •000 <b>*</b>	77	72.000		
16	<b>44.500</b> *	78	72,000 +		
17	<b>34,000</b>	79	72,000 +		
18	( <b>32.70c)</b> *	90	71.000		
19	90,612 *	91	71,000		
20	90,240 +	87	7C+ P00		
21	99.644 *	R3	( 70,422)*		
22	97,755	84	70.250 *		
23	97,000 *	85	7C,081 *		
24	{ J6,70∩)*	to	69,40C	•	
25	96•004	P7	69,774		
26	96.000 *	<i>၉.</i> ૧	( 69,690)*		
27	85,500	A9	69•00 <u>0</u> *		
58	94+928 <b>*</b>	90	( 68,900)		
29	94.900	91	68,6UC *		
30	84,350 *	o ?	68.512 *		
31	R4.246	93	68.500		
32	84,245 *	94	68,292		
33	94,144	9 €	58,776 *		
34	A3,375 *	46	1 P. 744 *		
35	83.359 *	<b>G</b> 7	08,000		
36	93,341 *	99	6 P. DUA +		
37 38	93,297 <b>*</b> 93,235	99	67,657 *	<del></del>	per of NASULGC*



		RANK	SALARY	RANK	SALARY
BUSINES	S/FISCAL OFFICERS:	59	56,724 +	115	37.276 *
CONTR	OLLEP	59	55+100 +	116	36.120 +
		<del>ኑ</del> ቦ	55.^9U *	117	35,975 *
D44#/	041.451/	61	54,422 *	118	31.131
RANK	SALARY	67	54,228		
1 2	₹₹₹₹₩ 1.000 +	63 64	54,147 *	AVERAGE "#"	59.226
;	79,212 +	65	54.00C 53.500 *	AVERAGE ALL	55.748
4	77.000 +	66	52,20C *	402171 416	777140
5	75.000 +	67	52,937 4		
6	73.500 *	68	52.800 *		
7	72,920 +	69	52,714 +		
Ą	72,600 +	70	52.70e		
9	72.400 *	71	52,680		
10	71,300 +	72	52.500		
11 12	70,00€ * 63,650 *	73 74	52,323 * 51,681 *		
13	69,353 *	75	51.624 *		
14	67.909 +	76	51,595 +		
15	( 67. A25) *	77	51.500 *		
16	57.102 *	78	51.400		
17	56,000 +	79	51,10C		
18	56+CUC *	80	51.045		
19	66.000	H1	50.971 *		
20	66,000 *	8.5	50.96C		
21	65:004 +	93	50,435		
22 23	65,000 65,000 +	84 85	50.004 * 48.694 *		
24	65,000 +	86	48,54C		
25	44,920 +	A 7	48.510 +		
26	44,555 +	ы <del>.</del>	48,192		
27	54,000 <b>*</b>	PQ	48,000		
26	63.462 *	90	47.315		
29	1 63.0001*	91	47,219		
30	62,700	92	46.716		
31 32	62, 62 A	97 44	46, KRF *		
33	62,620 62,500 *	95 ·	46,661 * 46,400		
34	57.400	96	46,226 +		
35	52.29? *	97	46,100		
36	61+425	J P	45.115		
37	51,400	43	44,625		
38	67,950 *	100	44,583		
39	60,750	101	44,000		
40 41	50.500 +	102	43,700		
42	59.50	103 104	43,274 * 42,912		
43	59, 265	105	42,7+2		
44	59.000 +	104	42.500		
45	58,700 *	107	41.750		
46	58.60A ×	10r	<b>40,</b> 30 0		
4.7	59,221	100	40.40C *		
48	55+ORO +	110	40.100		
49 50	58.000 *	111	39,930		
51	57.830 57.697 *	112 113	39•409 38•520 +		
5?	57,55 A +	114	38.160		
53	57,300	114	JEF COU		
54	56,740				
55	56,600				
56	56.250 *			<del></del>	
57	56,200 *			Mamt	er of NASULGC*



		RANK	SALARY	RANK	SALARY
BUSINES	S/FISCAL OFFICERS:	5 Q	29,430 *	43	33,170 +
	URER OF BUSSAR	<b>≭ Q</b>	29.175 +	44	32,792 *
	55 741	60	28,937	45	27,457 *
		61	28, 233	46	28.00 P
RANK	SALARY	54	28,5%	47	26,515 +
1	90,962 *	63	24,204	~,	7(9)-3 +
ż	80.400 *	<b>t</b> 4	23,073	A VERAGE "+"	53,730
3	71,000 +	65	21,488	4 454 405 +	737730
4	71,000 *	ų <i>,</i>	5142	AVERAGE ALL	52,248
5	70,008 *	AVERAGE "*"	46,844	A 45 405 466	769240
6	( 67.825) *	A C C A G C	409.1144		
7	67,500	AVERAGE ALL	43,510		
ė	52,000	4000 222	13722		
à	59.646 *				
10	57,795 +				
ii	56,872 *	OHETHIC COLFT	SCAL OFFICERS.		
12	54,714 *		SCAL OFFICERS:		
13	53.878 *	RUSINESS	PA 4416 K		
14	53,000 +				
15	52,500 +	RANK	SALARY		
16	51,636				
17	51,264	1	76,610 *		
18	50,498 <b>*</b>	2	74,765		
19	49,350 +	3	70,700 +		
20		4	70,030 +		
21	49,300 +	5	70,000 *		
22	48,996 <b>*</b>	۸ 7	67,800		
23	47,940 <b>*</b> 47,330 <b>*</b>		65,347 +		
24	45,569 *	P	65,036 *		
25		9	( 64,438) *		
26	44,800 +	10	64,300 +		
27	44,500	11	54,200 *		
24	( 43.53 P)	12	( 63,000) *		
29	42.144	13	67,650		
3¢	41,388 +	14	61,782 *		
31	40,850 40,850 *	15	50,000		
32	40,60C *	16	59,508 *		
33	39, 400 +	17 18	58,080 +		
34	34.500 +	19	56,136 *		
35	39.000 +	20	55,365		
36	39,000 +		55,332		
37	39.685 +	21 22	55,000 +		
38	38,600 *	23	54,001 *		
39	38, = 30 +	24	52,500 +		
40	38,200	25	51+770 51-000		
41	37,500 *	26	51,000 50,541		
42	37,390 +		50,541		
43	36.960	27 28	50.405 * 48.141		
44	35.875	2 a	4 P , 00 C		
45	35,304	30			
46	34,080 *	31	46,750 * 46,201		
47	33,642	32	46.100		
48	33,174	33	45,630 +		
49	33,087 *				
50	32.689	34 35	45,577 *		
51	32,500 +	37 36	45.011 44.800 *		
52	32,500 +	36 37	43.776 *		
53	31,698 *	37 38	43.775 =		
54	31,560 *	3 <i>-</i> 39	41,995		
55	30,200 +	40	38,518		
56	36.00^	41	37,863		
วก 5 <b>7</b>	36,000	42	34.900 +	* Mamba	er of NASULGC*
71	+070JC	76	7777017	Memb	OF NASULGO



		RANK	SALARY	RANK	SALARY
AUSINES	S/FISCAL OFFICERS:	5.0	44.045 *	120	31.500
	TOP OF PURCHASING	59	43.490	121	31.340
		60	43.470 *	1.42	30.690
		61	43,400	123	29,000
RANK	SALARY	62	43.272 *	124	27, 274
1	70.84A +	63	43,200 *	125	27,353
ž	43.525 *	<b>64</b>	42.950	176	25,106
3	52,000 +	65	42,260 *	177	26.000 +
4	61.235 +	66	42.000 +	128	25.678
5	60,300 +	67	42,000 +	129	25,675 +
6	60,050 *	68	41,760 *	130	22,920
7	50,000 <b>*</b>	69	41,606 *	130	7 7 76 0
Ř	58,750 *	7^	41,000 +	AVERAGE "+	" 46,367
9	58.736	i	40,500	4 6 4 7 5	107307
10	58.617 *	72	40.460 *	A VERAGE AL	43,241
iĭ	58,135 *	73	40,400	40000	
12	57,700 *	74	40.356		
13	56.300 +	75	40,332		
14	56,150 *	76	40,262 *		
		77	40,075 +		
15	55.000 +				
16	55,762 *	78 79	40,000 40,000		
17 18	55,718 *	80	_		
19	53,916 <b>*</b>		39,900 +		
	53,896 *	61 03	39,808 +		
20	53 605 *	8 Z	39,460		
21	53;363 *	83	3 R , R 4 4		
22 23	52,400 *	84	38.791		
	52,445 * 51,400	85	30,400 +		
24 25	51,600	86 87	38,142 +		
	51,118 *	87	30.110		
26	51,100	84	37,935 *		
27	51,060 +	99	37.405 *		
26	51,000 +	90	37,716 *		
59	50,851 *	¢1	37.714 37.50C +		
30	50+364 *	92 93	36.911 +		
31 32	30+081 * 50,060 *	94	36,711 +		
33	50,004 *	95	36.700	•	
34	50.000	94	36.608		
35	49,090 +				
36	48,927 +	97 98	36+950 36+090 *		
3n 37	48.812 *	9.d 4.u	35.976 *		
38	48.660 *	100	35.850 +		
39	48,541	101	35.712 *		
40	48,500 +	102	35,700		
41	48.500 *	103	35, 563		
42	40,160	104	35.47(		
43	48.108 +	105	34,911 +		
44	48,000 +	106	34.449 +		
45	47,94 R	107	34.159		
46	46.922	108	34.195		
47	46,900 +	704	34.013		
48	46,690	110	33.600		
49	46.550 +	111	33.100 +		
50	46.405 +	112	37.860		
51	46,396	112	32,700		
52	45,600	113	32,680		
53	45,168 <b>*</b>	115	32,637 <b>*</b>		
54		116	12,3HR		
55	45.044 *	117	72,150		
22	44,646 * 44,57] *	118	31.746		
57	44.117	117	31.550 +	* 140	mber of NASULGC*
,,	4411.	• • •	71 7 7 W	IVIO	



		RANK	SALARY	RANK	SALARY
BUSINESS	FISCAL OFFICERS:	59	41,000 +	5	72,450 *
INTERN	IAL AUDITOP	6)	40,350 +	6	72,100 +
		61	46,100	7	70,220 *
RANK	SALARY	62	40,000	Я	70.214 *
1	71,492 *	63	40,000 +	Ç	70.213 *
2	69+300 +	64	40,000	10	69,506
3	67,700	65	39,67? *	11	67.600 *
4	65+000 *	66	39,612 *	12	65,230 *
5	55+000 +	67	39,595	13	64,000 +
<u> </u>	64,400 +	69	39,30C *	14	65,847 *
7	63+900 +	69	39,300	15	45,790 *
я 9	62.800 +	70	39,040 +	16	65,400
	60,316 +	71	38, 98R	17	65,000 *
10	56.710 <b>+</b>	72	38,950	19	64,512
11 12	55,789 +	73	38,393 +	19	64,200 *
13	55+400 55+190 +	74	38.094	20	64,000 +
14	53,997 +	75	37,897 *	21	63,826 *
15	53,730 *	76	37,800 *	22 2 <b>3</b>	63,673
16	53,363	77	37,632	23 24	63,036 *
17	53,200 +	78	37,560 +		( 63+000) *
18	52.848 <b>*</b>	79	37,500 *	25 26	62.700 <b>*</b>
19	51,900 +	0.0	37,236	27	62,400 62,700
20	50,000 +	81 82	36,745 36,500	5 <del>ă</del>	61,400 +
21	49,840	93	35, 820	29	61,684
22	49,755 *	34	35,712 +	30	60,C59 +
23	49.750 *	85	35,651 *	31	59+040 +
24	49,500 +	86	35,407 +	32	18.270 +
25	49,441 *	87	35,265	33	58,000 *
26	49,207 *	88	34,603 *	34	57,955 *
27	49.185 *	AG	32,970	35	57,865 +
28	47,550 *	90	32,278	36	54+676 *
29	47,450 +	91	31,925	37	56+652
30	47,245	45	31,200 +	38	55.500
31	46,452 *	93	30+756	39	55,200
32	45,912 +	94	3C+ 638	40	55,140 *
33	45+633 *	95	3 <b>0,</b> 500	41	55 <b>,</b> 103 *
34	45,200 *	96	3C,390 +	42	35.CJO
35	45.012	97	30.000 +	43	54,960
36	44,646	Q A	2 4• 000	44	54,840 *
37	44,058 +	99	28+630	45	54,326 *
38	44.000 +	100	28,501 *	46	54+108 *
39	43,916 +	101	26,832 *	47	54,000 *
40 41	43,500 *	102	26,508	4.0	53+800 +
42	43,405 +	1 ^ 3	26+450	49	53,000 +
43	43+320 * 43+000	134	26,000	50	53,000 +
44	43,000	165	25,752 *	51	52 • 50 0
45	42,994	106	24,372 20,918 *	52 53	52,32C + 52,190
46	42.550	107	20,710	54	52,100
47	42,540 *	AVFRAGE	### <b>45,</b> 786	55	( 51,200)
48	42.370	44-4406	43, 1000	56	51,200 +
49	42,000 +	AVERAGE	ALL 42.671	<b>\$7</b>	50,357 +
50	42,000 +	44	420	58	50.600
51	41,975	QUETMECC	ARTOCAL DERTOCOCO	59	49,480
52	41.820 *		/FISCAL OFFICERS: OFFICER	00	49, 365 +
53	41,800	000081	UTTIVER	61	49,476 +
54	41,689 +	RANK	SALARY	62	49,134 +
55	41,505 +	1	98.000 +	· •	(Continued)
56	41,500 +	2	f 77,140) <b>*</b>		(Continued)
57	41,3HR *	3	75+000 +	<del>-</del>	·
4.0	41,115 +	4	74,800	•	Member of NASULGC*



				RANK	SALARY
(Continued)		BUSINESS	SIFTSCAL OFFICERS:	58	33.000 *
•	<b></b>	DTREC 1	TOP OF PAYFOLL	59	32,690 +
	FISCAL OFFICERS:			<del>ራ</del> ቦ	32,764
BUDGET	OFFICER			61	31,956 *
		RANK	SALARY	62	31,950
RANK	SALARY	1	66,700 <b>*</b>	63	31.692
		2	46•480 <b>*</b>	64	31,606
63	48,400 +	3	54,700 +	65	31.261 *
64	48,540	4	52•25R *	<b>6</b> 6	31+173 4
65	48.409 *	5	51,722 *	67	31,000 *
66	48.000 4	6	51,C60 <b>*</b>	f 9	3C,852 *
67	47,772 *	7	51,000 *	69	30, 352
68	47,759 +	8	47,256 *	70	30.727 *
69	47.645 +	9	47,155 *	71	30,638
70	47,510	10	( 46.384)	72	3C.280 *
71	47.500	11	46.230 *	73	30,040
72	47,460	12	46,100 *	74	30.000
73	47.452	13	45,689 *	75	30,000 +
74	47,150 *	14	45,625 *	76	29,146 *
75	47.000 +	15	45,500 *	77	29,144 *
76	46,980	16	45.200 *	79	28,932
77	46,559 *	17	44,688 *	79	28,40C *
78	46,000	18	44,490 *	AU	28.37A
79	45,96C +	19	43,700 *	P 1	28,078
80	45,500 +	20	43,604 *	яг	28,000
81	45,345 *	21	43,500 *	93	27.648 +
82	45,270 +	22	43,440	84	27,628
83	45,022 *	23	43,274 *	Ř 5	27,530
84	45,000 +	24	42,528	96	\$6.240 *
35	44,629	25	42.517 *	87	26,026 *
86	( 43,538)	26	42,106 *	Łρ	26.000
87	43.459	27	( 42.012)	<b>69</b>	25,950 +
BA	43,347	28	( 42,000)	30	25,800 *
A Q	43.275 *	29	41,604 *	91	25, 5Gr
90	43,000 +	30	40,630 *	92	25.027
91	42,959 +	31	40,500 +	93	24.500 *
y2	42,400	32	40,170 +	94	27.500
93	42,900	3 7	40,016 *	25	23,500 -
94	42,500 *	34	39,800 +	36	23,400
45	( 42.000)	35	39,39h	97	22,49P
94	41.600 *	36	39,181	98	22, 795
97	40,000	37	39,040 *	90	22,037 *
Q.F.	39.395	38	39,000 *	100	21.735
90	30,453 •	39	38,956	161	21.611
1 <b>0</b> 0	38.040	40	39,856 *	102	21.254
101	38,000 +	41	38.124 *	103	19,930
102	37.950 *	42	( 37.950) *		
103	37,51C	43	37,800 🕶	AVFPAGE "*"	38.745
104	36,000 *	44	37.593 +		
105	35.432	45	37,500	AVFRAGF ALL	35.762
106	35.360	46	36,960 *		
107	35.153	47	35,942 *		
108	34.100	48	35,742		
139	32.160	49	35,707 *		
110	32,000 •	50	35,475 +		
111	30.745 *	51	35.602		
112	24. 47C	52	35,125 +		
113	18,949	53	34,008 +		
		54	33,687		
VALOVEE	♦Ħ 54.K37	55	33,432 *		
	_	56	33,704 *	<del>-</del>	<del></del>
AVERAGE A	LL 52,119	57	33.1 PC	<sup>®</sup> Memba	r of NASULGC*



		RANK	SALARY	RANK	SALARY
BUSINES	S/FISCAL OFFICERS:	5.8	52.000 *	120	47.000
	TOR OF PERSONNEL	50	52.000 *	121	9.900
	•	62	52.000	122	7,784 +
		41	51.713 *	1 23	39,638 +
RANK	SALARY	62	51.496 *	124	39.420 *
1	<b>+3.840 *</b>	63	51.503	125	39.325
2	90,500 +	64	51.416 *	126	( 37,950)*
3	35.500 +	65	51.344	1 2 7	37.350
4	79.200 +	66	(51,200)	128	36,551
5	7A,200 +	47	51.206 +	129	36.186
6	75.63C +	£ a	51.061 *	130	36+000 +
7	70,250	69	50.744 *	131	35,444
e	70.000 +	70	50, A 28	132	35.100 *
9	59,100 *	71	50.000	133	35.003 *
10	58+35C *	72	50.COU +	134	34,657
11	68,130	73	49.041 *	135	33,397 *
12	67.121 *	74	49,500	1 36	33,280
13	67.039 *	<b>7</b> 5	49,464	1 37	30.160 *
14	( 56+500) *	76	49.157	₹38	27,847
15	65,800 +	77	48.605 *		
16	65+190 +	7 A	48,516 *	AVERAGE "+	55,012
17	65,004 +	79	48,432		
18	55,000 <b>*</b>	გა	48.413	AVERAGE AL	51.731
19	64,484 +	81	48.000 *		
20	63,000 <b>*</b>	82	47.770		
21	53,000 *	63	47,700		
22	62,989 *	84	47,508 *		
23	62,833	45	47,375		
24	52,312 +	86	46,500 +		
25	62,125 +	87	( 46.384)		
26	52+01 R +	6 4	46,00C +		
27	61,694	89	46.000		
28	61.128 *	90	46,060		
29 30	· 50,220 *	91	46.000 +		
31	60,100 + 50,000	92 93	45,678 *		
32	59,400 *	94 94	45.675 +		
33	58.500 +	95	<b>45,</b> 584 <b>+</b> <b>45,</b> 285 <b>+</b>		
34	5A,4R5 *	36	45.204 *		
35	( 58,448) *	97	45.000		
36	57.876	98	44.249 *		
37	57,787 *	19	44,166		
38	57.500 *	100	44,116		
39	57,495 *	101	44.000		
40	57,425 *	102	47, 370 *		
41	57,190 *	103	43.49( *		
42	57,000	164	43.440		
43	56.540	105	43.100		
44	56,000 +	106	42,829		
45	55,921 *	107	42,747 *		
46	55,900	100	42.230		
47	55,500 *	109	( 42+012)		
48	55,250 <b>*</b>	110	42.00°		
49	55,180 <b>*</b>	111	42.000		
50	54,900 *	112	47.000		
51	54,753 *	113	41.7°C		
52	53,800	114	41.723 *		
53	53,400	115	41,389		
54	53+081 +	115	41.CJ0		
55	53,000 +	117	43.791		
54	53.COn #	118	40.200	*	*
57	52,430 *	119	40.616 *	Men	nber of NASULGC*



		RANK	SALARY	RANK	SALARY
STUDENT	AFFAIRS OFFICERS:	5 A	72.000	115	49,140
	PRESIDENT FOR	59	72.0CC	116	45,999
STUDE	NT AFFAIOS	60	71.560	117	39.175
		61	71.30C		
RANK	SALARY	4.5	70,445 *	AVEPAGE "+"	74,943
1	131.900 *	63	70.250 *		
2	97,500 *	64	70.000	AVFRAGE ALL	71 + 465
3	95 • 50 n	65	7C.000 +		
4	95.300 <b>*</b>	66	70.000 +		
5	90.000 +	67	69,610 +		
ě	99.900	68	69.500 *		
7	99.200 *	59	49,000		
9 9	A7.733 *	70	68,800 *		
10	87.5PO +	71	67,737 *		
11	95,0^8 34.755 *	72 73	57,500		
12	94,753 *	74	67.074 *		
13	P4,500 +	75	67,030 * 67,000 *		
14	84.40C +	76	( 66,936)		
15	84,000 +	77	66,80? *		
16	P4,000 +	78	66,587 *		
17	33,357 *	79 79	66.040		
18	R3,200 ≠	<b>90</b>	65.8C0 *		
19	93,000 *	81	65.102		
20	83,000 +	82	65,004		
21	82,000 +	83	45.060 *		
22	91.230 *	84	64,500 *		
23	91,00° *	85	64,400 +		
24	*1.000 *	<b>P6</b>	64.185		
25	RO+320 +	67	63.614 *		
26	90,000 +	e a	( 62,550)		
27	80,000 +	89	62.400 *		
28	79,954 +	30	62,250		
29	79, 900	91	62.021 *		
30	79,350 +	92	41.774 *		
31 32	73,500	93	61.212 *		
33	78+000 <b>*</b> 77,910 <b>*</b>	94 95	61,164		
34	77,900 +	99 96	61+000 60+900		
35	77,892 *	<del>7</del> 7	AC. 853		
34	77,500	จุก	60.600 +		
37	77.500 *	99	60.530		
3.	77,26A *	160	60.320		
39	77.175 *	101	60.200		
40	77,150 *	102	60.18/		
41	76,700 *	103	<b>60.060 ★</b>		
42	1 75.4281 *	104	60.00C *		
43	76,379 #	105	40.00° +		
44	74.00¢ +	106	60.00C		
4.5	75. R99 +	107	59.582		
46	( 75+000) +	100	59.58 n		
47	74.892 +	109	59,194		
48	74, 765	110	56.50C *		
49 50	74,400 <b>*</b> 74,200	111	56,000 *		
50 51	74,298 74,200	112	55.962 54.940		
52	73.788 +	113 114	54•860 50•000		
53	73, 700	117	,0,000		
54	73,000 +				
55	72,504 *				
56	72.266				
57	72,200 +			* Mambar	of NASULGC*
	** * - * *			MAUDO	J. INCOLUC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88



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## TABLE I (Cc itinued)

		RANK	SALARY	RANK	SALARY
STUDENT	AFFAIPS OFF ICERS:	5 A	49,5UC +	25	42,650
DEAN D	F STUDENT	59	49,094 +	26	41,774 +
AFFAIR	5	60	48,037	27	41,436 +
		61	4P. (0( *	29	41,300 +
RANK	SALARY	62	47,918 *	29	41.265 *
t	76,750 +	63	47,448 *	30	40,416
2	72,372	44	47,301 +	31	40,000 +
3	71,956	65	46,634	3?	40.000
4	70,044	f k	46,656 *	33	39,600 +
5	70,000 +	67	45.40C *	34	34,350 +
6	007,86	58	45,173	35	38.200 +
7	<u> የ</u> 000 ቀ	69	45,0¢0 +	6د	37,829
8	67,472 +	<b>7</b> 0	44,720	37	36,581 +
9	67.355 +	71	45,713	34	35,529 +
10	( 66,936)	72	44,03A *	39	35.293 *
11	66,50C	73	44.000	40	35.217 +
12	66,300 +	74	47,501	41	35,000
13	56,149 +	75	42,220 +	47	34,672 +
14	54,075	74	41.400 +	43	34,300 +
15	64,000 +	77	41.74R	44	34,000 +
16	63,650	78	41,445	45	33,190
17	63,000 •	79	41,144 *	46	32,668 *
] R	62,175 *	90	39, 812	47	32.339 +
19	61,750	<b>F1</b>	3 M. POO .	48	32.055 +
20	61,248 +	82	37,992	49	31,066
21	61.000 +	83	34,831 •	50	30,545 +
2.2	50,628	94	23,146	51	30,336 +
23	60,753 +			52	29,917 +
24	60.750 +	AVERAGE	### 54.95°	53	29,640 +
25	50,717 +			54	28,997
24 27	60.600	AVEPAGE	ALL 54.410	55	27,470 *
24	60.362			56	27.15C
29	50+000 + 59+000 +	£ 7110 a 11 a		<b>27</b>	27.000
30	58,100 +		AFFAIRS OFFICERS:	54 5 <b>9</b>	26,496
31	58,000 +		INTERNATIONAL	60	26,076 * 25,821 *
32	57,526	STUDENT		61 61	25,356 +
33	57, 252 *	PANK	SALARY	62	25.25F *
34	57.230	1	79,000	63	24. P & C
35	57.000 +	ž	69.000 *	64	23,429
36	56.850 +	3	67.318 *	r.5	23,541 +
77	56+134 +	4	64.105 +	66	18,550 +
36	55,400 <b>*</b>	5	64.COC +		()
39	55.38C +	é	63,307 +	AVERAGE "+"	41.156
40	55.35C +	7	59,500 +	<del>.</del>	• • • • • • • • • • • • • • • • • • • •
41	55,016	ē	55,42R ±	AVEPAGE ALL	40.161
42	>5,000 <b>*</b>	9	57,884 +		
43	54,650 +	10	52.800 +		
4.4	53.936 +	11	50,631 +		
45	53,760	12	49.390 +		
46	53,573 *	13	49,000 +		
47	53,400 +	14	48,500 +		
4 R	53,174	15	48,400 ±		
49	52,404 +	16	4 P , 00 C		
5C	j2,100 +	17	46,305 +		
51	52,100 +	18	43,895 *		
52	51,890 +	19	43,781 +		
53	51,515	20	43,771		
54	51,000	21	43,400 +		
55	50.000 <b>*</b>	22	43,080 +		
56	40,574	23	42,701 +	*	*
57	49. 400	24	42,700 +	Memb	er of NASULGC*



		RANK	SALARY	RANK	SALARY
STUDENT	AFFAIRS OFF ICEPS:	<b>5</b> 8	51, ROC +	i 20	79,216
DIRECT	TOR OF ADMISSIONS	54	51,031 *	121	( 38,70C)*
		60	50,799	122	39,314
		61	50.774	123	38,127
RANK	SALARY	42	50,500	124	38,034 *
1	76,443 *	4.3	49,380 *	125	( 37.7551
?	( 71,400) *	64	( 49,9C11*	1 26	37,600 *
3	49.700 *	65	48,980 <b>*</b>	1 27	37,050 *
4	( 56+073) *	66	48,921	128	36,696 +
5	45,915 +	67	48,841	129	35,945 *
6	( 55,291) *	64	<b>48,</b> 690 *	1 30	₹5•000
7 P	63,300	69	48,35A +	131	34,567
9	63.171 *	70	48.105 +	1 32	33,000
10	62,500 +	71	47,970 *	133	32,44R
11	41,320 + 61,296 +	72	( 47,200)	134	32,380 *
12	50.500 *	73	47,171 *	135	31.880
13	60,200 +	74 75	47,000 *	1 36	31, POO *
14	60,000	75 76	46,87C +	137 138	31,200 30,000
15	59,900 +	76 77	46,800 * ( 46,400)	139	28,952 #
16	59,850 +	7.A	46,505 *	140	29,079 +
17	( 59,786) +	79	46,502 *	141	26.712
18	59.640 +	80	46,279	142	25.920
19	59,400	81	46,176 *	143	23.004
20	59,352	82	46,107 *	• • •	. 57 . 00 .
21	( 59,232)+	63	46,000 +	AVERAGE ###	50,762
22	58,650 <b>+</b>	84	45,048		
23	58.123 *	85	45,868	AVERAGE ALL	48,372
24	57,750 *	86	45,775		
25	57,732 *	87	45,381		
26	57,694	e a	45,320		
27	57,512 +	ЯQ	45,000 +		
28	( 57+500)+	90	44,892 4		
29	57,500 *	91	44,856		
30 31	57,402 <b>*</b>	92	44,526		
31 32	56,682 ★ 56,680 ★	93	44,310		
33	56,640 *	94	44,140		
34	55+016 +	95 96	44,300 * 44,084		
35	56.000 +	97	44,046 *		
36	55,930 +	y q	44,000		
37	55.323	43	43, 876		
38	55,279 *	100	43,767		
30	55,200 +	101	43.720 +		
40	55.164 *	162	43,664 *		
41	55,000	103	43,645 *		
42	54,994	104	42,587 *		
43	54,500 +	105	43.55C		
44	( 54,456) +	106	43,500		
45	54,40 B +	107	42,059		
4 <i>6</i> 47	54,340 54,200 +	10A	42,025 *		
48	53,38 P	100	41.76^ •		
49	73,196	110	41.606		
50	52.766 *	111 112	41,587 + ( 41,076)+		
51	52.549 *	112	40,500		
52	52.500	117	40,500 +		
53	52,349	115	40,000		
54	52,347 *	116	39,956 *		
55	52,030 +	117	19,922 +		
56	52,006 *	118	19,900 +		
57	51+90C *	119	39, 225	*Memb	er of NASULGC*



		RANK	SALARY	RANK	SALARY
STUDENT	AFFAIRS OFFICERS:	5∢	48.701 *	120	38.270 +
REGIS	THAP	59	48.654	121	39.110
		60	48.023 *	122	18, JOC *
		61	48.000 +	123	17,90C
RANK	SALARY	62	4 R + CC/1	1 24	( 37,755)
1	72.100 *	63	47.933	125	34+430 +
2	( 71,400) +	64	( 47,200)	125	35.100 *
3	70.350 +	65	47,000	127	34, HOO +
4	57.75C *	66	46+357	128	34,690
5	( 66,073) *	67	46,713 +	129	34,325
6	56+00C +	68	( 46,600)	130	37,500 +
7	55,700 <b>*</b>	69	44,294	131	32,940
A	( 65, 291) +	70	46,272 *	132	32,500 *
9	64.739	71	46,200 *	137	32.350 *
10	52,800 *	72	46.200 *	134	32,340
11	62,068 *	73	46+183	135	31,663
12	51,500 +	74	46.100 *	136	31,304
13	59,500 +	75	46+024 *	137	31.200
14	59,440 +	76	46,000 +	1 3 A	29 • 48 5
15	( 59,232) +	77	45.924	139	27.357 *
16	59,C34 *	78	45.550 *		
17	58,167	79	45,219 +	AVERAGE "+"	49.740
18	58,150 +	BO	45+300		
19	57,679 *	A1	44,990	AVERAGE ALL	47, 472
20	( 57.500) +	92	44,900 +		
21 22	57,250	A 3	44,860		
23	57.243 *	84 05	44,583 *		
24	57+032 * 55+750 *	A 5	44,519 *		
25	56,673	86 87	44,349 +		
26	54,433 *	89	44,31° 44,300		
27	55,200 *	89	44,105		
28	56,016 *	90	44,000		
29	55.471 +	91	43,943		
30	55.344	92	43.613 *		
31	55,300	93	43,552 *		
32	55,30C +	94	47.624		
33	55,000	95	42,500		
34	55.000 *	94	42,360		
35	54,716	47	42.323 +		
36	54,492 +	<del>ዓ</del> ዋ	42,197 *		
37	54,541	90	41,920		
38	( 54,456) *	166	41.500 +		
39	54,408 *	101	41,50C +		
40	54,391 *	102	41,30C *		
41	54,035 +	103	41,703 *		
42	53,55C +	104	( 41+076)*		
43	53,327 *	105	41.001		
44	52+516 *	106	40.734 +		
45	52,590	107	40.731 *		
46	51.072 *	109	40,500 *		
47	50,695	109	40+250		
48 49	50.649 +	110	40.000		
50	50.308 *	111	40.000 +		
51	50,000 ( 49,801)*	112	39.965		
52	49.680 +	113	39,600		
53	49.500 +	114	39,208		
54	49,129 +	115	39,200 +		
55	49,117 *	114	3 R , G 5 F		
56	48.97F *	117	78.787 +		
57	48.880 *	119	39,556	******	per of NASULGC*
•	401000 F	119	7P+335 +	Memi	DEI OF NASULGO



		RANK	SALARY	RANK	SALARY
STUDENT	AFFAIRS OFFICERS:	59	14,200 +	1?6	35,030 +
DIRFCT	OR OF FINANCIAL	50	44.170 +	121	14.725 +
AID		40	44.101	122	24,754
		<i>+</i> 1	44.100	123	36,524
RANK	SALARY	62	44.016	124	34,30 R
1	65,420 *	63	44.00C +	125	34.30C
2	62.770 *	+4	44.000 +	126	34,034
à	62.000 +	68	43,87C *	127	34,600
4	1 59.7861 *	66	43+675 *	128	33,955 *
5	59.000 +	67	43.645 4	129	73,744
<u>6</u>	57,950 +	68	42,597	1 30	<b>33.</b> 00 <b>0</b>
7 9	57,849 *	<b>V3</b>	43,404	131	32.754
9	57.437 *	70	43,389	132	32,600
10	56+381 * 55+200	71	43, 386 *	133	32,342
11	55,700 +	72	43,254	4د 1	37,000 *
12	55.500 +	73 74	43.030	135	31,500
13	55.249 *	75 75	42,919 *	136	31,120
14	j5,000 +	76	42,660 * 42,263 *	137 138	31,000 30,000 +
15	54.500 *	77	42.025 *	139	29,502
16	54.45C *	79	41.500	140	29,364
17	54,408 *	79	41.31^ *	141	29,573 *
18	53.616	80	41.264	142	24,000
19	52,761 *	81	41-228 *	• • •	2 7 000
20	52,738 *	ŔŽ	41.144 *	AVERAGE "*	* 46.173
21	52,720	83	41.124 *	.,	V
22	52,500 *	R4	40,950 +	AVERAGE AL	L 43,71A
23	51,912 *	85	40.950 *		-
24	51.820	86	40.811		
?5	51,735 *	<b>A7</b>	40.714		
26	51.500 <b>*</b>	88	40,584 *		
27	51.312 *	89	40.509 +		
28	51,132 *	90	40,200		
29	50,950 *	91	40,172		
30 31	50,760 50,600	35	40.00c		
32	50,505 +	93 24	39,929		
33	50,14n *	95	39,931 * 39,905 *		
34	50,036	96	39,700		
35	50,000 +	97	39,694		
36	50.000 *	q́ε	39,641		
37	44.800 *	93	39.6CP +		
38	49,737 *	109	39,400 #		
39	49,708 *	101	19, 176 *		
40	49,50C *	102	39,26( +		
41	49,200 *	103	39.20( *		
42	48,905 *	104	39.072 *		
43	49.725 +	165	38.874		
44	48,696 *	106	38. A3C		
45	48+201 <b>*</b> 47+350 <b>*</b>	107	( 38,700)+		
46 47	47,237	109	36,50*		
48	46,942 *	103	37.125		
49	46,957	110 111	3 <b>7.</b> 007 <b>37.</b> 002 *		
50	46#R00 +	111	37.003 * 37.00( *		
51	46,625	113	36,776		
52	46.700	114	36,540 *		
53	45,455 +	115	36.470 *		
54	45,430 +	116	34.000 +		
55	45,000	117	35,547 *		
56	44,035 +	119	35,400		
57	44.739 +	119	35.300	*Me	nber of NASULGC*



		RANK	SALARY	RANK	SALARY
STUDENT	AFFAIRS OFFICERS:	5 t	46.577 *	120	33.00^ +
	OR OF HOUSING	55	46.500 *	121	29,279
		40	46. 206 +	122	29,016
		41	46.106	123	20,000
RANK	SALARY	62	46.000	124	29.875
1	87.000 +	63	45.470	125	29,743 *
Ž	71.000 +	64	45.450 +	126	28.136
3	64,035 *	65	45+56C +	127	77,910
4	61,903 +	66	44,724	158	27.759
5	66.360 *	67	44,712 *	129	26,280
6	66,100 *	68	44.628 +	130	26.600
7	64,515 <b>*</b>	69	43.781 *	131	18,931
₽	63,600 +	70	43.744 *		
9	62.500 *	71	43,10C *	AVERAGE ##	47,561
10	61,9A6 -	72	43.060 *		
11	59,210 *	72	42,940 +	AVERAGE ALI	44.572
12	5#.126	74	42,660 *		
13	∍7•250 <b>*</b>	75	42,340 *		
14	57.236	74	42,327		
15	57.200 +	77	42.160 +		
16	55 <b>,</b> 779 *	7 <b>P</b>	41.5CC +		
17	55.008 +	70	41.50C		
18	55,000	PO PO	41.000 +		
19	55.000	A)	40,850 +		
20	54.800 *	82	40,747 *		
21	54,456 *	0.3	40+400 +		
22	54.200	64	40,000		
23	53.964	85	39,778		
24	53.611 *	8A 0.7	39.558		
25	53.500 +	87	39,244 *		
26	53,000 +	68	39,157 *		
27	53.000 +	99	39.000 *		
28 20	52+692 52+500 *	90 91	/8+625 + 3∈/000		
<b>29</b> 30	52.500 +	92	37.536		
31	52,380	93	37,224		
32	52,250 +	44	37,100 *		
33	52.000 +	95	36,550		
34	51.734 *	96	36.000		
35	51.162 *	97	35.926		
36	51,021	9.8	35.750 *		
37	50,679 *	99	35,700 +		
3#	50.520 *	100	35.012 *		
39	50.50U	101	35.000		
40	50,3?9 +	102	35,000		
41	50.000 +	103	34,319		
42	49,926 *	104	34,035 +		
43	49,896 *	105	33.695		
44	49.700 *	106	33,560 +		
45	49,2?4 *	107	33.539 *		
46	48,957 *	104	33.500 *		
47	48,821 *	103	32.400		
48	48.707 *	110	32,760 +		
49	48.587	111	32.661 *		
50	48,444 *	112	404.2E		
51	49.376	113	32.019 *		
52	47,700 *	114	32,003 +		
53	47,600 *	115	31 • 51 A		
54	47,250 +	116	31+335		
55	47,008 +	117	31+261 +		
56	46,697 *	119	30,893	*	nber of NASULGC*
57	44.P77 *	114	37+640	Men	IDER OF NASULGO



		RANK	SALARY	RANK	SALARY
STUDENT	AFFAIRS OFF ICERS:	5 3	65.300	115	30.225
DIREC	TOR OF STUDENT	59	64,104	116	29.432
HEALT	4 CENTEP	60	64.050 *	117	26.784
		61	63,970 +	118	24.579
RANK	SALARY	6.5	63, RPK .		
1	107,573 *	63	63,149	A VEDAGE H.	*" 73,252
?	132,243 +	64	62,357 +		
3	98,479 *	65	62,326 *	AVERAGE A	LL 64.600
4	97,21 A +	66	62,00C		
5	96,600 *	67	61, P71		
Ž.	93,000 *	€ ₽	61,403 *		
7	90,925 +	69	61,500 +		OFFICEPS:
ę Q	90,000 +	70	61,578 +	EXECUTIV	
10	97,45C ±	71	61,355 +	PRESIDEN	IT .
11	87,234 +	72	60,696	RANK	SALARY
12	#7,098 +	73	60,610 *		
13	97,000 <b>*</b>	74	60,593 *	1	(113,400) *
14	36,677 * 86.44C *	75 74	60,245 *	? 3	(112,500)* 109,500 *
15	86,304 *	76 77	60,060 *	4	107,651
16	95,60U *	78	60+060 50-540	5	1 92,700) +
17	A3,759 +	79	59,540 59,500 *	,	89,728
18	83,500 +	80	59,270 *	7	38,962 *
19	93,101	81	59,099 +	8	97,500 *
20	92,950 +	82	57,700 *	ğ	93,200 *
21	82,056 *	83	57,490	10	93,110 *
22	41,670 *	34	57, 200	ii	A1,613 +
23	81,500 +	á5	56,486 *	12	( 79,000) +
24	0,901 *	86	54,885	13	( 70,836) *
25	90,750 *	67	54,810 *	14	1 70,4221*
26	79,606 +	AA	54,672 *	15	64,513 *
27	79,418 +	ρq	53,500 +	16	64,000 +
28	78,95C *	90	53,006	17	50,600
29	78,50C +	91	52,500 +		
30	77,682 *	٥٥	51,500 +	A VERAGE "+	# 87,727
31	77,651 *	93	51,128		
32	76,999 +	44	49, ସମ୍ପ 🔸	A VFRAGE AL	L 86,131
33	76,540 *	95	49.000 +		
34	75,624 +	96	48,648		
35 36	75,000 +	97	48,00C *		
37	74,818 *	99	46.647		
3 P	74,672 <b>*</b> 73,625	¥9	45,624 *		
30	72.314	161	4 <b>5,</b> 154 42 <b>,</b> 550 *		
40	72,100	102	47,764		
41	72,000 +	103	41,000 +		
42	72,900 +	104	40.950		
43	71,917 *	105	39,945		
44	71,470	106	38. 394		
45	70,933 +	107	37,586		
46	7C+836 *	109	37,000		
47	69,000	109	35,400 *		
48	68,976 *	1.0	35, 153		
49	68,88Q	111	34.950 *		
50	64,600 +	112	37+500		
51	58,010 *	113	31,744 *		
52	57,224 *	114	31,272		
53	67,095 +				
54	67.000 *				
55	65,959 +			•	
55	65,891 +			***	mber of NASULGC*
57	65.556			Me	mber of NASULGC



				RANK	SALARY
OPERATTONS	UE ET CERS:	OPERATIO	NS OFFICERS:	24	61,479 *
ADMINIST			RES FOR INSTI-	25	61.282 +
VICE PRE	SIDENT	TUTTON	AL PLANNING	26	60.500
				27	60,293 +
RANK	SALARY	RANK	SALARY	28	60,000
1	(113,400)*	1	90.240 +	29	60.000 *
2	(131,800) +	2	49. FOO .	30	19,943 +
3	97.500 +	3	58.67C *	31	54,804
4	95,000 *	4	94,700 +	32	59,400
5	93,600 +	5	7 P + OO O	33	>8, QR4 ±
6	90.745 *	*	( 77,140) *	34	<b>⊅8,422 </b> ★
7	90,000 +	7	76.845	35	57,589
<del>p</del>	99,000 €	ę	75,000 +	36	57,348 +
9	88,008	9	75.030 *	37	57.156
16	87.400 *	10	( 74.050) +	38	57.0+5 *
11	( 36,700) +	11	73,850	39	57,COO *
12	34+000 +	12	70.000 +	40	56,500 +
13	43,370 +	13	69.575	41	55.925
14	33,359 *	14	68.538 *	42	55,795
15	4 000 \$F	15	€ 55+0071 +	43	55,102
16	42,000 +	16	55+084 *	44	55,000 u
17	+0,300 <b>*</b>	17	65.004	45	52,968 +
18	79,380 *	18	64.095	46	52,000 *
19	79,214	19	57,700 +	47	52,000
50	7A,545 +	20	/3+000 *	4.R	50.904 +
21	( 78.000) +	21	51,604 +	49	50.33 4 +
22	77,920 +	22	( 49,245)+	50	50,000
23	77,760 *	23	44,987	51	49,500 +
24	77,186 *		<b>7. 7. .</b>	52	49+500 +
25	74,400	A VEPAGE	70,987	53	48,235
26	76,205 +	A 1150 A 65		54	47,863 +
27	75,180 +	AVERAGE	ALL 69.876	55	47,712 +
29	75,000 +			56	( 47.040)
29	( 75,000) *			57	47.000
30	( 74.050)*		NS OFFICERS:	5 A	47.000
31	73,990 *	LEGA.	COUNSEL	5 9	44.404 +
3 <i>2</i> 33	79,195 *			<b>60</b>	44.946
34	73,133 72,923 *	RANK	SALARY	61	44,316 *
35	71,499 +			4.7	41.373 *
36	71,355 +	1	87,700 +	4.45.6.4.6. 19.4.19	40.205
37	70,548 ×	2	86,276 +	AVERAGE "+"	62.28°
38	70,029 +	3	95.000 +	AUEDAGE ALL	40 404
30	69,774	5	78.240 *	AVERAGE ALL	60,404
40	( 69,680) +	,	78+270 +		
41	( 58,900)	7	75,996 <b>+</b> 75,000 <b>+</b>		
42	69.000	8	( 75.000)		
43	56,935	9	74.000		
44	64.700	10	73,439 +		
45	53,500 +	11	59.00 n +		
46	61,159	12	5P.875 +		
47	60.600 +	13	08.871 +		
48	60,200	14	68•64C		
49	56,500 +	15	68,165 +		
5 C	50,000 +	16	67.000 +		
=	- · · · ·	17	66.937 +		
AVERAGE **	* 79,187	î a	56.500		
		19	56.445 +		
AVERAGE AL	L 77,294	20	64.500 +		
		21	63,430 +		
		22	62,306		<del></del>
		23	61.836	*Memb	er of NASULGC*
			-		



		RANK	SALARY		
OPERATE	DNS OFFICERS:	5 C	48.464 *	OPERATIO	NS OFFICERS:
ASSIS	TANT THE	€ C	44,456	DIRECT	OP (1F
PREST	DENT	41	48,749 *	FACILT	TTES PLANNING
RANK	SALARY	42	4 P + DOC		
1	77, 175	63	48,000 +	RANK	SALARY
Ž	75,60C +	64	47,050 +	1	93,027 *
3	75+000 +	65	46,7PC *	2	79,050 +
4	75,000 +	66	46,00P	3	76,490 *
5	74,500 *	67	45,941	4	76+173 *
6	71,76C *	68	45,8G0 *	5	( 72,500) *
7	70,949	69	44,949	6	70,000
e	68,200 *	70	44,900 +	7	68,200 *
9	67,929 *	71	44,730 *	8	68,000 +
10	67,150 +	72	44,498 *	9	54,449 *
11	67,000 *	73	44,000 *	10	62,000 +
12	66,800	74	43,368 *	11	51,403 *
13	66,75° *	75	43,000 *	12 13	61,000 *
14	66, 397	74	42,000 *	14	60,852 60,0u0 *
15	66,250	77	40,236 *	15	59,500
16	55,50 A	78	4C,0GC *	16	58,466 +
17	64,688 *	79	39,323 *	17	58,032 +
18	64,100 *	80 81	39,135 39,063 *	18	58,000 *
19	64,00C *	9 L P 2	38,900 +	19	57,240 +
20	63,952 *	43	36,121	20	56,840
21	63, 760	84	35,400	?1	76,689 <b>*</b>
2?	52,500	85	34,519 +	22	( 55,610)
23	62,000	AA	34,000 +	23	55,000
24	52,600 <b>*</b>	87	33,800	24	55,600 +
25 26	62,000 +	AA	33,200 *	25	55,490 *
27	41:000 * 60:962 *	89	32,365 *	26	75,000 *
28	60,900 *	٥٥	31,700	27	54,440
29	59,760	91	, 27,144 *	28	54,271
30	59.660 <b>*</b>	92	22,000	29	53,300 +
31	( 59,640)	93	19,000	30	53,000
32	58.134 *			31	52,900 *
33	57,856 *	AVERAGE "+	" 53,247	32	5 <b>2,4</b> 28 *
34	57,500 +			33	52,140 +
35	56,563	AVFRAGE AL	1 52,722	34	52,000 *
36	56.500 *			35	51,996 (
37	56,254		OFFICERS:	76	51,854
34	55+200	VICE PRE	SIDENT FOR	37	51,000 +
39	54,093	FACIL ITI	ES	36	50,842 *
40	55, 70 ô			30	50,800 +
41	55,500 *	RANK	SALARY	4C	50,739 *
42	55,105 *	1	87,400 +	41 42	50,508 <b>*</b> 50,500 <b>*</b>
43	55×000 +	2	78,000 +		
44	54,072 *	3	77,160 +	43 44	70,490 50,074 *
45	54,000 +	4	76,300 *	45	50.040 *
46	53,700 +	5	75,500 +	46	49,749 +
47	53:135 +	6	74,500	47	49,350
48	51+756	7 8	73,100	48	48,250 *
49 50	51,600	9	70,027 <b>*</b> 69,774	49	47,604 *
50 #1	51 • 50 0 51 • 50 0	10	67,100 <b>*</b>	50	47,436 *
51 52	51,500 51,500	11	63,000 +	51	46,104 *
52 53	51,500 +	12	( 55,100) +	52	45,600
54	51,362 * 51,000 *	13	53,112 +	<del></del>	
55	49,901	4.5	7 J 7 A A C C		(Continued)
55 55	49,747 +	AVEPAGE "	70,270		
57	49,747 +			•	
5A	49.250 +	AVERAGE AL	L 70,775	*	Member of NASULGC*
•	7 7 7 7 U T				



		RANK	SALARY	RANK	SALARY
(Continue	d)	. 20	65,500 *	٩¿	51,000
(Continue	u,	21	65.500 *	ρÌ	51,000
				p 4	
OPERATIO	DNS OFFICERS:	22	65,COC *		50,425 *
DIREC	TOP OF	23	64.500 *	P.5	50,400 +
FAC IL	TTTES PLANNING	24	64,353 *	84	50,929 *
		25	63,945 *	87	50,133 *
RANK	SALARY	26	63,870 +	Ŗя	50,004
53	45,000 +	27	53,500 *	89	50,004 *
		28	63,300 +	90	50.00C +
54	44,949	29	42.850 *	91	49.500 +
55	44,940 *	30	62,300	92	49.000
56	44,100 *	31	62.173 *	93	48,221
57	42,54A			94	4 R. ARG #
58	43,300 *	32	51,968	95	
54	42.550 *	33	51,770 *		48,976
60	41.522 *	34	61,300 *	94	48,500
61	41.096 +	35	51,00C +	97	48,500 +
62	41.059 +	<b>3</b> 6	61,000 +	Q A	48,475 #
		37	r0.744 *	99	48.312 *
63	40,200	38	40,000 <b>*</b>	106	4 P. UQ^ +
44	40.200	39	59,873 *	101	48,000
65	39.7 <sup>A</sup> 1	40	59,534 +	102	47,51+ +
ch	39.000 +	41	59.250	103	47.412
47	38.824 *	42	58.920 *	104	47,200
68	38,020			165	47,000
49	37,750	43	58,700 *		
70	37,37C	44	5R, 464 *	106	46,704 +
71	36.702	45	58,405 *	107	46,800 +
72	34.207	46	58.300	104	46,757 +
73	33,500	47	58,240	109	46.704 +
74		48	58+167	<b>1</b> 10	46,468 #
	33,050 +	49	58,000 *	111	46,350
75 	32+600 +	50	57,450 +	112	46,000 +
76	31,930 +	51	57,360 *	113	45,834 +
		52	54.670	114	45.825
AVEPAGE	" <b>*</b> " 53+156	53		115	45,800 +
			( 56,610)	116	45.000
AVEPAGE	ALL 51.435	54	56.270	117	44,646
		55	56,100 *	119	
		26	55,931 *		43,120
		57	55. PUO *	119	42+050 +
	G4S OFFICERS:	5 A	55.54P +	120	41,613 *
	TOR OF	59	55,50°	121	40.850
bha21	CAL PLANT	40	55• 5 U C	1 < 2	40,200
		61	55,400	1 2 3	40,020 *
RANK	SALARY	67	55.17' *	124	40.320
1	90,000 +	63	( 55.107)*	125	19,600 +
2	78.800 *	64	55,091	126	38.700
3	75.800 *	65	55, UUC	127	29,667
4	76.334 *	66	55.00C	128	7A,007
5	74,204 *	67	54,816	129	33,599
ř	74.150 +			<b>A</b> C 7	111774
7		69	53.532	AVEPAGE ###	59,199
	73.500 +	60	53.500	A A E P 4 I J C + .	221144
P	72,758 *	70	53,300		
9	72.719 *	71	53,100	AVERAGE ALL	55,390
10	( 72.500) *	72	53,066		
11	71.030 *	<b>7</b> 3	53,004		
12	59,015 *	74	52•A53		
13	67,745	75	52.70°		-
14	67.225 *	76	52,300 +		
15	66,310 *	77	52,003		
16	66,156 *	78	52,000		
17	65.915 +	79	51.90P		
18	65.867 *	50	51.919 +		
19				****	er of NASULGC*
14	65.847 *	81	51,467 *	Memb	ei ui imaguluc

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88



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		RANK	SALARY	RANK	SALARY
	ONS OFFICERS:	58	44.233 *	115	29.31.7 ★
012EC1	LUB UE	59	43,7°C +	116	27,500 *
PUBLIC	SAFETY	60	43, 87R	117	27,191
		61	43,665 *	118	27,166 *
RANK	SALARY	62	43,250 +	L L 3	24. 764
1	73,829 *	53	43,200 +	1 20	26,400
7	73,000 +	A4	43.200 *	171	25,036 *
3	62,441 *	65	43.050 +	122	24.990
4	62,276 *	56	43,CCC *	123	20.500
5	62,230 +	67	42,456		
*	52,200 <b>*</b>	O <sup>p</sup>	42,436 *	A VERAGE "*"	45,454
7	6175 *	69	42.425		
A	<b>~1.000 *</b>	70	42.016	AVERAGE ALL	47,654
9	60,45C	71	42,000		
10	57,464 *	72	41, 935		
11	56, 980	73	41.796		
12	56,700 *	74	41,787		
13	54.800	75	41.022		
14	54,500 +	76	41,000 +		
15	54,500 *	77	40,874		
16	54,334 *	78	40,056 *		
17	54,000	79	40.041 +		
18	53,800 *	90	40.000		
10	53,500 +		40,06n +		
20	53,215 *	81 82			
21	53,006 +	87	30,436 +		
22		83	38,636 *		
23	52,930 *	84	38,000		
	52,860 +	85	38,000		
24	52.850 *	86 07	37,840 +		
25	52,500 *	87	37,646		
26	52,050 *	88	37,572		
27 28	57,000 +	89	37.400 +		
	50.500 +	90	,37,368 *		
29	50.045 *	<b>4</b> }	37,015 *		
30	50,000	92	36.196		
31	50.000 *	93	36,000 =		
32	47,66C	94	35, 374 *		
33	49.400 *	95	35,712 +		
34	49.140 *	96	35,700		
35	48,474	97	35,570 +		
36	48,337 *	C P	35, 345		
37	48,000	44	34, 900		
3 A	47,85%	100	34.172		
39	47,850 *	101	33.715 *		
40	47,744 *	102	33,610 +		
41	47.648 *	103	32.241		
42	47.396 *	164	33.776		
43	47,182 *	165	32.983		
44	47,000 *	106	32,5G°		
45	47,000 *	107	32,400		
46	46.541 *	10P	32, 3 8 P		
47	46,500	109	32.356 +		
48	46,488 *	110	31,944 *		
49	46,398	111	31,492		
50	45.912 *	112	30,900		
51	45,912 *	113	30,020		
52	45,900	114	29.906		
53	45,800 +	== :	- · · ·		
54	45,468 +				
55	45,392 +				
76	44. RQU				per of NASULGC*



				RANK	SALARY
PUBLIC PELA	TIONS DEFICERS:	PUBLIC PEL	ATTONS OFFICEPS:	19	57,000 +
VICE PRES	IDENT FOR INSTI-	VICE PRE	SIDENT FOR PUBLIC	19	56.782 *
TUTIONAL	AD VANCEMENT		SITNEGEMATION	20	54,36R
			377 3 477		
RANK	SALARY	RANK	SALARY	21	25+365
1	164,200 +			22	55,800
ž		1	( 93,980) *	23	55,200 +
	124,000 +	2	( 95,400) +	24	55,125 +
3	94,000 +	ż	85,097 +	25	55,000
4	88.300 +	4	34, P25 +	26	54+799 *
5	( 85,430) *	5	84,245 *	27	54+00C <b>*</b>
Ý	( 85,200) *	6	80.892 *	28	53,500 +
7	94,P00	7	79.000 *	29	52,902 +
8	84,100 +	ρ	77,250 +	30	52,500 +
9	83,375 +	0	76.400 +	31	52,462 *
10	83,357 +	10	75,960 *	32	
ii	90,136 *	11	74,621 *		52.423 *
12	90,100 +	12		33	52,153 *
13	_		73,500 +	34	52.13R +
	78,000	13	72,660 *	35	52,10C
14	77,905 +	14	71,556	36	51,800
15	77,550 +	15	70,560	37	51,704 *
16	77,486	16	70,000	38	51+653
17	77,250	17	68,000	39	51.500 *
18	77.16C *	10	57,400 <b>+</b>	40	51.500 +
19	( 76,428) *	19	66,196 *	41	51,362 +
20	76,000 +	2C	54.500	42	
21	75,000	21	62,500		( 51,064) +
22	74,700 +	22		43	51.000 *
23			62,500 +	44	50,950
	74,400	23	62. 10 *	45	50.510 +
24	73,990 +	24	59 · 80 C	46	50.400
25	73,850	25	59,430 *	47	49.920 *
26	73,500 +	26	50,370	<b>ላ</b> Я	49,875 *
27	72,710 +	27	57,500	49	49,608 *
28	72,000	2 R	53,495 *	50	49,000 +
29	72,000	29	35,000	51	48+662 *
30	70,540			52	48,38C +
31	70,500 +	AVERAGE "+	74,487	53	48,000 +
32	70,400	472.402	• • • •	54	
33	69,774	AVERAGE AL	L 70,105	5 <b>5</b>	47,868 *
34	69,000 +	HYERMO. 4E	10,103		47,714 *
35	67,000 +			5,	47,425
36		BUG1 *C BC1	ARTINE DEFECTA	57	47,396 *
	45,504 <b>*</b>		ATIONS OFFICERS:	53	47. JR2
37	65,000		OF PUBLIC	54	47, 300 +
36	55,000	KEFALTON	SZINFORMATICH	40	47, 756 +
30	63,395			41	46, 36 = +
40	62,500	RANK	SALARY	62	44,466 *
41	62,000 +	1	76,000 *	43	46,061
42	40,000	2	74.765	64	46, 20R
43	59,568	3	69,500 *	45	
44	57,770 +	4	67,800 <b>*</b>		45,500
45	57,408	5	57,250 +	66	45,301 *
46	52,020	Á	66,196 *	67	45,170
47	49,500	7	66,000 *	6 P	45,056
**	449500			63	45,040
A MER LOE MAM		A	65,200 *	7 C	44,470 *
A VERAGE "+"	d1,688	q	64.056	71	44, OA2 *
		10	63,535 *	72	44.019 +
AVERAGE ALL	75,612	11	62,836	73	44,000
		12	59,393	74	43,963 +
		13	j8,809 <b>*</b>	75	
		14	58,625 *	, ,	43. P16
		15	58.300 *		(Continued)
		16	57.40C		
		17	57,500 +	7	*Member of NASULGC*
			717 'QV T		MIGHTINGS OF IMPOULDE



(Continued)  A (62,550)  7 61,992 *  PUBLIC PELATIONS OFFICERS: DIRECTOR OF PUBLIC AVEPAGE *** 73,79 R  RELATIONS/INFURMATION  RANK SALARY  A 43,60C *  77 43,012 *  78 43,012 *  79 43,06C BO 42,752  PI 42,585 *  PARK SALARY  A VERAGE ALL 71.78 8  PUBLIC RELATIONS OFFICE DIRECTOR OF LEGISLAT RELATIONS  PI 42,585 *  PARK SALARY  A VERAGE ALL 71.78 8  PUBLIC RELATIONS OF FICE DIRECTOR OF LEGISLAT RELATIONS  PI 42,585 *  PARK SALARY  A VERAGE ALL 71.78 8	PURLIC PELATIONS OFFICERS: VICE PRESIDENT FOP DEVELOPMENT  RANK SALARY  1 - 77.500 + 2 ( - 73.980) + 3 950 +
PUBLIC PELATIUNS OFFICERS: DIRECTOR OF PUBLIC AVERAGE **** 73,79 R RELATIONS/INFURMATION  RANK SALARY  76 43,600 * 77 43,012 * 78 43,012 * 79 43,060 PUBLIC RELATIONS OFFICE DIRECTOR OF LEGISLAT RELATIONS 80 42,752	DEVELOPMENT  RANK SALARY  1 +7,500 + 2 ( 93,980) +
DIRECTOR OF PUBLIC RELATIONS/INFURMATION  RANK SALARY  76	RANK SALARY 1 +7,500 + 2 ( 93,980) +
RFLATIONS/INFURMATION  RANK SALARY  76	1 47,500 <b>*</b> 2 (33,980) <b>*</b>
## RANK SALARY  76	* ( 93.98ņ) <b>*</b>
76 43.60C + 77 43.012 + 78 43.011 PUBLIC RELATIONS OF FICE 79 43.00C DIRECTOP OF LEGISLAT 80 42.752 RELATIONS	
77 43,012 * PUBLIC RELATIONS OFFICE 79 43,040 DIRECTOR OF LEGISLAT 80 42,752 RELATIONS	9 119 040 4
78 43.011 PUBLIC RELATIONS OF FICE 79 43.060 DIRECTOP OF LEGISLAT 80 42.752 RELATIONS	3 43.950 *
78 43.011 DIRECTOR OF LEGISLAT 79 43.060 RELATIONS 80 42.752 RELATIONS	4 92,200 +
80 42-752 RELATIONS	7 40,000 ¥
11U 46,776	9 30.000 #
P1 47,588 * name	7 59,000 *
HAND SALARI	8 96.500 *
82 42,500 + 1 R5,640 +	9 ( 95,200) *
83 42,000 1 75,731 + 84 41,900 + 2 75,731 +	10 79,400 * 11 77,200 *
85 41.con ± 3 59,894 *	12 76,962 *
A 41.78C * 66,875 *	13 75,672 *
87 41+375 + 5 66+275 +	14 74,000
88 40.048 F 551772 *	15 72,800 +
Pa 40.430 ± / 54,000	16 72,800 *
90 40, 368 9 63-700 +	17 71.400 +
4C. 190	18 71,400
72 39, 449	19 70.560
93 39, <sup>41</sup> , <sup>4</sup> 12 61.740 ±	20 70.000
79 37, 40°3 13 41, 476 ±	21 ( 68,900)
97 39,270 14 51,000	22 58,750 *
95 38,325 * 15 ( 50,660)	23 67.090
9/ 3M,014 16 53.600	24 66,700 *
90 90,747 4 17 50.360 #	25 55,300 *
37 3C196' T 18 50.004	26 ( 56,007) + 27 65,820 +
100 36.000 * 19 59.000 101 35.464 *	27 65,820 * 28 65,558 *
102 34.350 20 52.000 +	29 64.562 *
103 33.426 + 21 51,100 +	30 63.600 *
1.)4 33.234 22 50,384	31 52,974 *
105 32.400 23 30.214	32 67,000 *
106 32.172 + 24 50.000 *	33 61,422 *
107 32.100 25 49.346 *	34 61,267 *
108 31.782 26 47.250 #	3 <sup>K</sup> 60,039 *
109 (31.624): 27 4/.046 *	36 58,400
30,701 20 46,200 4	37 57,500 *
20,010 = 20,000	38 57.346
112 67+U/7 21 42-556 ±	39 40,430 *
113 (3)(1)	AUCO105 MAM 73 61 0
114 24,982 + 33 38,238 +	A VEPAGE "+" 73.512
1VC 34CS #4# / 9 / 3C	AVERAGE ALL 72.219
1V[2AGF ### 48,69G 35 36,880 #	AVERAGE ALL 72,219
1VERAGE ALL 47.62P 36 34.650 +	
37 34,400	
3R 32.297 *	
PUBLIC RELATIONS OFFICEPS: VICE PRESIDENT FOR A VERAGE *** 54.755	
LEGIZIATIVE PRIATICAL	
A VERAGE ALL 54,222	
FIANK SALARY	
1 94,600 +	
75.000)	
3 72,800 +	
4 69,774	<del></del>
5 65,800 *	*Member of NASULGC*



		RANK	SALARY	RANK	SALARY
PUBLIC RELATIONS OFFICEPS:		58	45,300 +	33	49,273 *
OIRECT	TUR OF DEVELOPMENT	59	44,635	34	48.828 *
		60	44,52C	35	49.610 *
		61	43,725	36	48,500
RANK	SALARY	52	42,594	37	48,357
1	92,000 *	63	42,350	38	48.00C
2	86,020 *	64	42,184 *	39	46.804 *
3	79,750 *	65	42.06C	40	46+200 *
4	77,000 *	66	41,575 *	41	45,947 *
5	76+552 *	47	40,460	42	( 45.904)
6	72,974 *	08	39,473	43	( 45,732) *
7	70,500 +	40	39,431 *	44	45,500 *
8	70,000 *	70	30,339 *	4 K	45,154 *
9	68,256	71 .	38,000	46	45.300 *
10	57.200 <b>♦</b>	72	37,500 +	47	44,704
11	66,150 +	73	37,100	46	44,364 *
12	65,508 *	74	36,575	49	44,360 *
13	( 65+000) *	75	32,000 +	50	43,792 *
14	64,170 +	76	24, 760	51	43,688 *
15	64,090 +			52	43,668 *
16	63,862 +	AVERAGE "	'*" 57+522	53	43,500
17	63,600		84 330	54	43,000
18 10	62,50C 61,716 *	AVERAGE A	ILL 54,120	<b>55</b>	42,471 *
26	61,662 *			56 57	42.425
21	61,000	D1101 [C OC	LATIONS OFFICERS:	57 50	42,190 *
22	60.00C +		OF ALUMNI	53	42,047 *
23	59,690	SERVICE	_	50	41.315 * 41.313
24	59.616 *	3647166		61	41,302 *
25	59.040 *	RANK	SALARY	bč	41.237
26	58,400 *	1	90,000 *	63	41,033 +
27	58,023	ž	45.330 *	64	41.000
28	57.978 *	3	79,500 +	65	40.805 +
29	57.77C *	4	74,000 +	66	39+562 +
30	57.300	5	67,000 *	<i>6</i> 7	39,300 +
31	( 55,917)*	6	( 65,000) *	60	39.000
32	55,900 <b>*</b>	7	65,000 +	60	38,600
33	55,000 +	8	63,000 *	70	38,076 *
34	55+00C *	9	62,643 *	71	37+12R *
35	55,000 +	10	62,255 *	72	37,112
36	54,960	11	61,704 *	73	36.750
<b>37</b>	54,328	12	<b>50,000</b>	74	36,670 *
38	54,019	13	58.850 *	<b>7</b> 5	36• Ç00
39	73,443	14	57,226	76	35,962 *
40	53.050 +	15	56,664 +	77	35.938
41	52.000 <b>*</b>	16	56,497	7 A	35,170
42	51, A26	17	56,211 *	79	35.000
43	51,500	18	( 55,917) *	80	35,000 +
44	( 51,064) +	19	55,000 +	81	34,461 *
45	*0+000	20	24,236 *	82	34,327 +
46	50,000 +	21	54,00C *	6.3	34.268 *
47	49.820 +	22	53+635	A 4	34,201
48	49,512	23	53,160 *	85	33.647
49	49,350 +	24	52,993 <b>*</b>	86	33.600
50 51	48,73R	25 26	52,750 + 52,500 +	97	33.570 *
52	47.955 * 47.404 *	26 27	52,500 <b>*</b> 52,193 <b>*</b>	8 P	33,030
53	46,050 *	28	52.000	99 90	72, 370 32,619
54	46,000	29	50,880 <b>+</b>	40	-
55 55	( 45,906)	30	50,553 +		(Continued)
51	45,50× +	31	50,00C *		•
57	45,000 +	32	49,426 *	*.	Member of NASULGC*
	4.71.000 A	76	*** <b>*</b> \$ U *	•	NOTIFIED OF NACIONAL



		RANK	SALARY	RANK	SALARY
(Continued)		2?	66.756 *	33	59,552
,		23	65,844 +	34	50.24C +
PUBLIC RELAT	TONS OFFICERS:	24	64,923 +	35	57,000
DIREC TOR C		25	64,164 *	36	54.72 u +
SERVICES		26	63,900 +	37	39,50C
		27	62,178 *		
RANK	SALARY	24	41,908 +	A VERAGE ***	A1,929
91	32,610 +	29	61,500 *		
92	32,600	30	60,437 *	AVERAGE ALL	78.198
93		31	58-498 +		
94	32,004 32,000	32	53.776 +		
95		33	44,925	RESFARCH OFFIC	FRS:
96	31,657 *	34	47,000	VICE PRES FO	IR RESEAPCH
97	31,500 *	35	39,400 +	AND GRADUATE	DEAN
39	31,500 *	36	38,306		
39	31.452	37	36.360	RANK	SALARY
	31, 232	30	31.604 *	1	127,000 +
100	31.185	39	30.000	2	135,00C +
101	31.000	40	27.351	- 3	9×,500 +
102	30, 252	••		<b>á</b>	78.341 *
103	24, 344	AVERAGE "+"	72.010	5	₹5.370 <b>*</b>
104	29.302	4727406	121010	6	( 94,400)+
105	\$8,68k	AVERAGE ALL	46,492	7	92,490 #
105	28,594	MACHAGE MEE	1071112	8	30.00n +
107	28,476			9	18,462 ¢
104	26.82P	PESEARCH OF	E1CE0C+	10	37,000 +
109	26,032	VICE PRES		11	85.250 ±
110	26,000	PESEARCH	TOLAL E.14	12	95,000 +
111	24,770	*E 3E4#CH		13	83.500 +
112	24,000	RANK	SALARY	14	42,721 +
		1	110,485 *	15	82,500 +
<b>₩₩₩₩₩₩₩₩</b>	4P. 976	2		16	
		3	107.280 *	17	90,892 +
AVERIGE ALL	43. 426	4	107,000 +	18	AC.500 +
		5	100,000 +	19	90,290 +
		<del>,</del>	100.000 +	20	79,500 +
DIRLIC DELAT	TONS OFFICERS:		77,650 +	21	79,332 +
	TO TO THE COMPERATIVE	7 8	94,000 *	2.5	79,000
EXTENSION	CO JEERATIVE	9	72,500	23	78,394 +
CALCIANTON		•	90.600 +	24	77,792 *
RANK	SALARY	10	#9.000 <b>*</b>		77.600 +
1		11	85.900 *	25	77,000
2	( 9P,700) + 97,306 +	12	A3,357 *	26	76,000
		13	81,500 +	27	76.000
?	91,700 *	14	91,453 +	28	73,924 +
5	90,800 +	15	A1,252 +	29	73,400 +
	90,650 +	16	A1,090	30	73,000 +
6	89,700 +	17	79,785 +	31	72,551 +
7 8	82,800 +	18	79,30 P +	32	72,240
	80,290 +	19	77.000 +	3.3	70,000 +
9	( 78,*00) +	20	75.015 +	34	69,800 +
10	( 78,000) *	21	74,203 +	35	( 69,000) +
11	77,647 *	22	77,980 +	36	48,730
12	77+605 +	23	73,230 +	37	.7,599 *
13	76,975 +	24	72,600 *	38	o6.500
14	75.157 +	25	72,000	39	o3,750
15	75.000 +	26	72.000 +		
16	74,900 +	27	57,500 +	AVERAGE "+"	93,845
17	73,600 *	28	67.488		
18	73,000 +	29	57.384	AVERAGE ALL	81.241
19	72,050 +	30	63,000 *		
20	59.514 +	31	62,800		
21	69,102 +				er of NASULGC*



		FLANK	SALARY		
RESEAR	CH OFFICERS:	54	52.500	RESEARCH O	FFICERS:
DIREC	TOP OF RESEARCH	57	52,506 +		OF THSTI-
(CON	TRACTS & GRANTS)	54	52.200 +	TUTIONAL	PE SE ARCH
		50	52,200 +		
RANK	SALARY	50	51,800 *	ZANK	SALARY
1	100,000 *	6.	51,547 *	1	78,750 *
2	49,000 +	62	50,707	2	77,000 *
3	85,860 +	63	50,692 +	3	69,539 *
4	90-100 *	64	50,648	4	49.131 *
5	79,400	65	50,111	5	64,650
6 7	( 75,198)	66	50,004	6	63.558
8	73,299 * /2,461 *	67	5C, CGC +	7 A	51,200 *
9	72,000 #	44	49,72A	. 9	60,076 *
10	71,964 *	69 70	49,70C * 48,407 *	. 10	59,118 * 58,300 *
11	71,500 *	70 71	47,940 *	11	57,800 +
iż	49,497 +	72	47,850 +	12	57,000 +
13	26,200	73	47,500	13	50+805 +
14	65,775 +	74	47,150 +	14	54,800
15	64,800 +	75	47,020 +	15	56,786 *
16	( 64,43 A) *	76	46,800	16	56,724
17	63,800 *	77	46,500	17	56,400 *
18	63,140 *	78	46,458	18	56+112 *
19	62,863 *	79	45,700 *	19	56,100
20	62,600	80	45,584	<del>2</del> 0	55,000 *
21	62,500	Pl	45.64?	21	56,000 *
22	52,C00 *	R7	45,000	22	55,400
23	61,792 4	83	45.00C *	23	55,150 *
24	ó <b>0+550 +</b>	84	44,646 *	24	54.650
25	60+187 *	e 5	43,740	25	54,650 *
24	59,880 *	36	43,704	26	53,940
27	59,527 *	87	43,704	27	<b>&gt;3,690 *</b>
28	59.257 *	88	43,499 *	28	53,600
29 30	59,000 +	89	42,780 +	29	53,544
31	58,375 <b>*</b> 58,300 <b>*</b>	90	42,547	30	53,250 *
32	58,167	<b>41</b>	41.388 *	31 32	53.000 * 52.600 *
33	57,943 *	4? 93	41,23C * 4C,019	33	52,690 * 52,560 *
34	57,200 +	94	39,831 +	34	52,500 +
35	57, 20C	95	39,791	35	52,250 *
36	56,676 *	06	3 P, 76C *	36	52.200 *
37	56,500	97	37. A75	37	51.900
38	56,412 *	98	37,286	39	51,500 +
39	56,343 +	49	37,220 *	39	51,17A *
40	56,266	100	36,445 +	40	51,162 *
41	56,160	101	36,225	41	51,159
42	55,650 *	102	36,130 *	42	50,436
43	55,356 *	103	35,980	43	50 • 307 *
44	35,20C	104	35.315 *	44	50 • 00 C
45	54,999 *	105	34,500 +	45	49,934 *
46	54,75G +	106	34,300 +	46	49,900 *
47	54,700 *	107	34,000	47	/ 9 • 500 ·
48	54.000			48	( 9,245) *
49	53,900 *	AVERAGE "+"	55,722	49	49,126
50	53,56 P •			50	48,800 *
51	53,304 +	AVERAGE ALL	53,725	51	48,792 4
52 53	53,125 +			52	48,600 *
53 54	53,000				(Continued)
55	52,653 52,500				(COLITINGO)
22	72) 7 <b>V V</b>				

<sup>\*</sup>Member of NASULGC\*



(Continued)		DEANS: AGRICULTUR	<b>c</b>	DEANS: ARCHITECTU	10 6
RESEARCH OF	F1CFRS:	#G# [C OL 10*	F.	AFGHIECT	)• <b>c</b>
	OF INSTI-				
TUTIONAL		RANK	SALARY	RANK	SALARY
		1	110,000 *	1	95.000 +
RANK	SALARY	,	107,190 +	2	74,40C +
	3.5.11	3	136,500 +	3	91,48C *
53	48,500	4	100.000 +	4	90,130 +
54	48,400 +	5	99,960 +	5	au•000 *
55	48,195 *	6	( 98,916) +	5	87,169 *
56	47,842 #	7	96,600 +	7	89.000 +
57	46, RJO +	A	95,000 <b>*</b>	9	RP,000 +
58	46,720 *	9	93,900 +	C	87.610 *
59	46.44R *	10	93.500 *	10	86.53R +
60	46,049 *	11	93,300 +	`1	85,300 +
61	45+600 +	12	<b>≯3,000 </b> ◆	12	85.000 +
62	45,000 +	13	92,400 +	13	92.000 +
69	45,000 +	14	92,000 +	14	80,240 +
64	45,00C	Ī5	90,250 *	15	73,000 #
65	44,990	16	97,363 *	16	77.030 +
66	44,400 *	<u>1</u> 7	86.004 *	17	77,000
67	44,328	ÎÀ	85.656 +	18	76,176 +
6 Ř	44,271 +	19	85,030 *	19	75,709 +
69	44,250 +	20	85.000 +	2C	73,308 +
70	44,100 +	21	82,807 +	21	73,000 +
71	43,206 +	22	R?+400 *	2?	72,503
72	43,180	23	82.000 +	53	72+288 +
73	43,100 +	24	30,53P +	24	
74			( 78,500) +	25	72,000 + 71,400 +
75	42,900			26 26	
76	42,670 +	26	77,400 *		70,000 +
77	42,518	27	76.369 *	27	70.000 +
	42,00C	28	74,905 *	28	70,000 +
78 77	41,540	29	74,900 *	29	69,690 +
	41,504 *	30	74,530 *	30	69,531 *
A0	41,22P *	31	74.148 *	31	48,874
81	40,700	32	73,944 *	37	0 P , ROO *
82	40,488	33	73,200 *	33	68,000
43	40,500 +	34	73,000 +	34	67.215 *
84	40,479 *	35	72.000 +	35	66.560 *
8.5 0.4	40.00C *	36	72,000 *	36	66+113 +
85	39,917	37	71,879 *	, 37 3p	64,900 +
A 7	39,520	38	71.190 *		64,475 *
8 A	39,042	39	46,291 +	39 40	62,100 +
89	3P,472	40	58.078 *		60,120 *
40	37,373	41	56+600 +	41	54,727 *
91	37.475	42	66,600 *		7/ / 00
92	35,000 +	43	64+320 *	A VERAGE "+"	76 • 40 A
93	35,000 +	44	61,160 *	AMPRACE	35 000
94	34,600	45	40,000	AVERAGE ALL	75.938
95	34.569 +	46	59,500 +		
96	34,290 +		( 59, 32 9)		
77	33,500	48	58,047 *		
₽R CO	33, 240	49	51,661		
<b>40</b>	32,815 +	50	41,748 +		
100	29,484				
101	28,000	A VERAGE "+"	81,092		
192	23,228 +				
		AVERAGE ALL	79,646		
AVERAGE "+"	49,805				
				<del>+</del>	*
AVERAGE ALL	48,307			Memb	er of NASULGC*



OEARS: ARTS	AND LETTERS	36 37	78,324 78,300 *		SS/INDUSTRIAL
		38 39	78,174 * 78,000 *	MANAGE	MENT
RANK	SALARY	40	77,910	RANK	SALARY
1	( 79,600) +	41	77,870 +	1	132,000 +
?	88,450 +	42	77, 400	2	130,840 +
3	₹5,500	43	77,400	3	121,500 +
4	85,00G	44	77.000	4	120,000 +
5	79,223 +	45	76,500 +	5	120,000 +
۴	78,000 +	46	75,642 *	6	113.000 +
7	74,952	47	75,407 *	7	126,000 +
A	71.500 *	48	75,328 +	£1	102.600 *
9	70,554 +	49	75,200 +	9	102,000 +
10	46, 4	50	75,100 *	10	131,500 +
11	55,984	51	75 <b>,0</b> 00	11	103,500 *
		52	74,700	12	100,000 *
A VER 4G	79,063	53	74,484	13	9P, ROO
	•	54	74,392 *	14	98,800 *
AVERAGI	ALL 78.625	55	74,000 +	15	98,300 *
		56	71.598 *	16	<b>J7,151 +</b>
DEANEA		57	71,050	17	97,125 +
DEANS:	AND ECTEVATO	58	71,000	18	34,400 <b>+</b>
4417	AND SCIFMCES	59	7C+66P +	19	94,500 *
		60	7C, OCC +	20	94,500 +
RANK	SALARY	61	70,006 +	21	94+500 +
1	119,340 +	67	70,000	22	93,048 +
ž	106,500 +	63	69,500 +	23	72,700 <b>+</b>
3	105,200 +	64 65	69,000	24	92,700 *
4	101,700 +	65 66	68,900	25	91.091 *
5	98.500 +	67	68.671 +	26	91.000 <b>*</b>
6	97,600 *	6 H	68,291 *	27	90.769
7	96,772 *	69	68,125 +	20	<b>70,000 +</b>
8	96,300 *	70	68,000 67,874 +	29 30	R9,500 +
9	74,500 *	71	66,994 +	31	89,000 +
10	93,500	72	66,723	32	98,715 +
11	72,106 *	73	56,400	33	98,000 + 98,000 +
12	92,000 +	74	66,274	34	87.773
13	91,900 +	75	65,550	35	87,500 <b>*</b>
14	90,000 +	76	65,000	36	47+150 +
15	8 A , OO C *	77	63,596	37	86,400 +
16	97,CUO *	78	62,754 *	38	96.300
17	84,95C +	79	61,408	39	36,100 +
18	85,800 +	RO	60,840	40	95,198 <b>*</b>
19	85+500 +	ΑŢ	60,712	41	84.000 +
20	35,000 *	82	60,500	42	85,000 +
21	85.000 *	8 <b>3</b>	40,121	43	85,000
22	85.00C +	P 4	59,509 +	44	83,844 *
23	85,000 *	85	58,936	45	# P P 0 P 4
24	94.586 *	4.4	58,50C	46	82,892
25	83+513 +	87	57•850	47	92,795 +
26 <b>2</b> 7	92,858 *	8.A	56,451	48	8 <b>2,77</b> 5 <b>*</b>
28	92.834 *	89 80	55,200 +	49	92,665 *
29 29	82,700 81,950	90	50,633	50	\$2,600 <b>*</b>
30	30,940	AMPRIACE MAIN		51	#2,092 <b>*</b>
31	30,940	AVTRAGE ***	81.600	52	81,400 +
32	80,000 +	AVERAGE ALL	74 073		(Cambon)\
33	79,350 +	AVERAGE ALL	76,973		(Continued)
34	79,876 +				
35	79,795 +			₹.	fember of NASULGC*
				N	Hember of NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88



33

		RANK	SALARY	RANK	SALARY
(Continued	i)	107	65.0cC	36	63,396
(00//////00/	••	109	65.0(° *	37	63.000 +
		î.,	A4,76A *	38	62.700 +
DEANS:		110	64.209	39	62.400
	SS/INDUSTRIAL	111	64. JQ ti	40	62.204 +
MANAGE	MENT	112	63,650	41	51,932 +
		113	63.590	42	4.,915
RANK	SALARY	114	61.380	43	61,821 *
53	81,000	115	69.719	44	61.714 *
54	90,695	116	50.26E	45	61,513
55	80,000	117	60.257 +	46	50.720 *
56	*0.0uc	119	50.121	47	60.500
5.7	# 0.00C *	119	53. QAP #	48	50,121
58	* 200.08	120	59.500 *	49	59:000
50	90.000	121	54,642	50	58,900
۴L	79,450	122	58.000	51	58,900 +
61	79.31( +	123	57.000 +	52	57.700 ±
42	79.000	124	56,500	53	57.612
63	78.174 *	125	51.200 *	54	57,300
ŕ 4	77,100 +			55	56,983 +
65	76,960	AVERAGE '	**" P4.702	56	56,752 *
44	76,200 +			5.7	56.206 \$
67	75.675 *	AVERAGE A	ALL PC, 274	59	56,100
68	75,117 *			59	56.000 *
69	75.000 +	DEANS:		60	55.600
70	75.000 +	CONTINU	IING FOUCATION	61	55,522 *
71	74.764	RANK	SALARY	62	55,500
72	74.736	1	94.000 *	63	54.479
72	74,100	2	82,890 *	64	54,444
74	74.068 *	3	79,200 +	65	53-226
75	73,836	4	74.600 *	66	53,000 +
76	73,804 *	5	76, 877 *	67	52.693 *
77	73,588	Á	76.451 *	F.3	52.250
78	73,500	7	76 • 120 *	69	52,231 *
79	73.500	9	74.018 +	72	52,140 *
PO PO	73,500	9	72,480 *	71	51,900
81	73,500 *	10	( 72,080)	72	51.599 *
ŧ 2	73,392 *	11	71,534 *	73	51,000 +
83	73.250	12	71,500 +	74	50,820
84	73,236 *	13	71.400 *	75	5C.045 +
e <b>5</b>	72,300 +	14	70,500 +	76	50,000
66	72.716 *	15	70,036 +	77	50.000
87	71,80C *	16	70,000 +	78	50,000
8.8	71,646 *	17	69,500 +	79	49,778
<b>9</b> Q	71.555 *	18	59+132 *	нЭ	48,147
90	71,500	19	49.000 +	81	47,602 +
91	71.300 *	20	68.575	9.Ž	46.240 *
92	70,751 *	21	58.500 ×	63	45.70C #
93	70.527	22	68.176 *	84	44.762
94	76,500	23	67,704 +	ส5	43,487 *
95	70,200	24	67,156 *	46	42.678 *
Ga.	70,000	25	56.430 <b>*</b>	b <b>7</b>	41.640
97	68,785	26	64,800 +	ьa	40,560
9.8	68.595 ·	27	64.672	A Q	39.216
99	68,29] *	28	55.250 +	90	38,384
100	68,000	29	66.250	91	29.330 +
101	67,600 +	30	A5,962 +		
102	67+300	31	64,850	AVEPAGE ***	62.900
193	67+201 *	32	64.690 *		
104	66,450	33	64.154	AVEFAGE ALL	60,049
105	66.00C *	34	63,525 *	<del></del>	
106	65. 350	35	53,524 *	*Membe	r of NASULGC*



		RANK	SALARY	RANK	SALARY
DEANSI		,9	76,537 +	101	40 600
	SCIENCES/	40	75, *24 *	101	60,000
	L RESOURCES	41	75,407 +	102	4C,000 *
	• • • • • • • • • • • • • • • • • • • •	42	75,238	103	59,600 +
RANK	SALARY	43	75,000	104	55 F50
1	105.00C +	44	74.200	10° 106	59,500 +
2	79,755 *	45	74,000	107	50,5(C 50,040
3	73,632 *	46	73,700 +	108	57,600
4	72,750 +	47	73,272 *	100	57,500 *
5	70,560 +	48	73.236 *	110	56,617 *
6	79,000 +	49	73,080	111	56.140
7	59,000 *	50	73,025	112	56,100 *
A	58,194	51	73,000 +	113	56,000
		52	72,600	114	56,000
AVERAGE '	76,885	53	( 72,558) +	115	55.000 +
		54	72,213 *	116	55,100 +
AVERAGE A	1LL 74,549	55	71,760 +	117	55, (5R
		<b>K</b> A	71.550	110	53,772
		57	71.350	119	53,000
DEANS:		5 A	71, C4C	120	51,200 +
EDUC 4 TI	ON	59	71,012 *	121	70.000 +
		60	71,000 +		0.000
		61	70,700	AVERAGE "+"	74.701
RANK	SALARY	62	70,257 +		
Ī	79,300 *	6 <b>3</b>	70,200	AVERAGE ALL	71,485
2	77,730 *	64	70,00A		
3	97,400 *	65	70+Cu0 +		
4	96,000 *	66	69,977 *		
5	95,400 *	67	69,900 *		
6	90+558 +	68	69,443 *		
	99,200	69	69,000 +		
A	· 9 • 90 C · +	70	69,0u0 +		
9	88.COO *	71	69,000		
10	87.3JO ¢	72	68,675 +		
11	96,760 +	73	68,514		
12 13	96,275 *	74	68,354 +		
14	35.700 <b>*</b>	75	68,100 +		
15	85,500 *	76	67,986 +		
16	95,431 *	77	67,710 +		
17	85,250 *	78 70	67,000		
18	84+000 + 83+500 +	79	66,200		
19	93,387 *	#0 ₽1	65,856 ±		
50	33,375 *	92	65,812 *		
21	92,992 *	83	65,62° 65,500 *		
22	81.700 *	P4	65,472		
23	R1,3 / *	45	65,027 +		
24	91,200 *	R 6	65. CQC		
25	91,000 *	47	64,400 +		
26	91,000	88	64,334		
27	30,879 *	89	64,00C		
28	80,625 +	70	63,966 *		
29	90,200 *	91	63,945		
30	90,000 *	42	61.950		
31	79,955 +	93	61,884		
3?	79,400 *	94	61.470		
33	78.270 *	95	61,250		
34	78,000 ±	96	61,C77 +		
35	78,^30 ◆	97	6C.719		
36	77,860 +	99	60,702		
37	77,270 *	99	50,121	<del></del>	<del></del>
3P	77,252 *	100	40,000 +	*Membe	r of NASULGC*



		RANK	SALARY		
DEANS:		5A	82+334 *	DFANS:	
	FERING	59	81,290 +	FINE ARTS	
		60	81,000 *		
		61	A FR6.28		
RANK	SALARY	52	86,200	RANK	SALARY
1	140,C04 *	63	80.196 *	1	94,000 +
2	13*,000 +	64	<b>£0,</b> 000	?	86.028 ¥
3	115,464 *	6.5	79,991 *	3	34,340 +
4	110.000 +	66	79, 9UC +	4	84,791 +
5	108,500	67	79,206	5	93,700 +
5	108,000 *	68	78, '00 *	6	78,78C *
7	137,600 +	69	78,541 +	7	77,200 +
<b>A</b> 9	107,000 +	70	77,396 +	9	77,097 +
10	106,000 * 135,150 *	71	77,250 +	9	76,779 *
11	102,708 *	7? 73	77,000	10	74,000 +
12	101,500 +	74	77,000 76,971	11 12	72,721 *
13	100,500 +	75	76,480 +	13	72,400 * 70,400
14	100,000 *	76	76,599 *	14	70,344
15	99,500 +	77	76,560	15	70,008
16	99,300 *	73	76,500 *	16	70,000 +
17	79,200 +	79	76,080	17	70.00C
18	98,985 +	90	75,800 +	18	69,504
19	98,520 +	81	75,740	19	69,120 +
20	98,500 +	82	75,900	20	68,527
71	₹ 080 <b>*</b>	83	74,478 *	21	67,000 +
22	94,019 +	84	74,398 +	27	56,560 +
23	97,500 *	65	73,750 *	23	64,700
24	97,100 +	86	73,588	24	64,344 *
25	97,000 *	87	73,500 *	25	63,600 +
26	34,P00 +	88	73,500 *	26	63,550 +
27	96,700 +	હુ	72,345	27	63,000 *
28	96+425 *	٥٥	( 72,306)	28	62,950
29 30	95,087 +	91	71,744	29	52 <b>5</b> 0 0
31	15,00C + 94,897 +	<b>¥3</b>	71,031 70,7 + *	3C	51,000
32	93,100	94	70.500 +	31 32	50,099
33	93,048 +	gs	70,350	33	59, <b>7</b> 50 58,680
34	72,000	96	69,960	34	15,436 +
35	90,204 *	97	68,400 +	35	54,564
36	<b>30,000 *</b>	Q A	68.000	· 36	54,000 *
37	<b>₹0,</b> 000	99	67,470 *	37	52,000 +
38	89,347 *	100	67,095 *	38	50+100 +
39	8 → , 20 0	101	66,704	30	50,000 +
40	89,000 +	102	65,600 +		
41	89,000 +	163	65,COC	A VERAGE "+"	70,130
42	88, P7C	104	63,669 *		
43	88,500 *	105	2000	AVEPAGE ALL	58,11G
44	38,000 <b>*</b>	104	61,440		
45 46	90,00 + 87,312	1 <b>07</b> 108	61,010 * 61,062		
47	96,000 +	103	54,766		
48	85,000	(04	347766		
49	95,000 +	AVFRAGE "	** 88,372		
50	65,000 *	44.4400	TOP STE		
51	84,800	ERAGE A	LL 85,094		
52	R3,804 +	•	· = = · · · · · · · · · · · · · · · · ·		
53	93,500 *				
54	#3,357 *				
55	83,347 *				
56	e3,000 *			<del></del>	<del></del> ,
57	82.560 *			*Membe	or of NASULGC*



			RANK	SALARY		RANK	SALARY
DEANS			31	76.000		93	55. úco
FORESTRY			32	75,869	*	94	53,960 +
			33	( 75,108)		45	53,750
			34	75,000	•	96	53,164
RANK	SALARY		35	75,000		97	52,45E
1	45,100	•	36	75,000		9.8	52.200 +
2	45.70C	•	37	74,983	•	99	52,000 *
3	A 5 , 65 6		38	74,715	•	100	51,140 +
4	65,160		39	73,529	•	101	51,000
5	76,518		40	73,517		102	50,150
6	76,450	•	41	73,090		103	48,430
7	75,440		42	73,044			
8 9	75.096		43	72,800		AVERAGE "+"	76,414
10	72,000		44	72+00 O			
11	70.100		45	71,086		AVEFAGE ALL	71,457
12	69,891		46	71,059			
13	58,500 53,√00	*	47	71,000		DEANS:	
14	50.719		48	71,000	•	HEALTH/PH	VS TC A I
15	59,124	•	49	70,900		EDUC/RECR	
16	52,000		50 51	70,728			CATTOM.
••	72,000	•	52	70.30G		RANK	SALARY
AVEPAGE **	74,022		52 53	70,200		1	°3,400 +
	, .,		54	70,000 69,690		ż	#1 JC *
AVERAGE ALL	72,647		55	69,400		3	9. 10 +
			56	65,000	•	4	75.06
			57	69,000	•	5	75,450 +
DEANS:			59	48,700	•	<b>F</b>	74,172 *
GRADUATE			54	68,000	•	7	72.794 +
			60	67:599		٤	57,482 *
			<b>(1</b>	07,		q	62,400 +
RANK	SALARY		62	6664		10	0 2 • 00 0 · \$
1	127,000		63	66,094	•	11	( 61,076) *
2	105,00C		64	65,778	•	12	59,112 *
3	133,000		65	64,700		13	58,500
4	100,173		66	64,000		14	5P,240
5 K	99,500		67	63,900		15	58,000 +
	98,341		6H	63,673		14	56.70C
7 8	98,000	•	60	63,600	•	17	50,100
9	97,105		70	63.100		A VERAGE "+"	. 0 04.4
10	96,800		71	62,835	•	A VERAGE	59,964
11	94,000		72	62,500		AVERAGE ALL	57,014
12	94,920		73	62,500		M V C N 4 3 C M L L	577014
13	91,355		74 75	62.000			
14	90,100		76	61,735			
15	97,000	•	77	61,397			
16	95,950	•	78	60,865 6 <b>0,7</b> 43			
17	R5,228		79	60,121			
10	d2,500 4		80	60,000	<b>1</b>		
19	92,000		eí	59.400			
20	AC.300		P2	59.054			
21	79,996	•	97	59,000			
22	79.500	•	84	58,974			
23	79,500		ช5	58+50C			
24	78,900		94	58,300			
25	78,732		<b>в7</b>	58,100 +	1		
26	78,140		9 R	57.8CU			
27	77,800		H9	57,024			
28	77.139	•	90	56.707			
29	74,942		91	56,100		<del>_</del>	
30	76,024 +	•	92	55-410 +	ı	*Memb	er of NASULGC*



TEAMS:			RANK	SALARY	RANK	SALARY
#EALTH-RELATES 13 A5,000 * 11 13,000 0 12 17,000 0 13 17,000 0 13 17,000 0 13 17,000 0 13 17,000 0 13 17,000 0 13 17,000 0 13 17,000 0 13 17,000 0 14 17,000 0 15 17,000 0 15 17,000 0 16 17,000 0 16 17,000 0 17,000 0 17,000 0 17 17,000 0 17,000 0 17 17,000 0 17 17,000 0 18 17,000 0 18 17,000 0 18 17,000 0 18 17,000 0 18 17,000 0 18 17,000 0 18 17,000 0 18 17,000 0 18 17,000 0 18 18 10,000 0 18 17,000 0 18 17 13,000 0 18 17 13,000 0 18 17 13,000 0 18 18 10,000 0 18 18 10,000 0 18 18 10,000 0 18 18 10,000 0 18 18 18 18 18 18 18 18 18 18 18 18 18	DEANS:		12	56.000	10	1.)8.605 +
PRANK SALARY 16 57.000 12 177,000 18 177,000 19 177,000		-2FLATEN	· ·			
BANK SALARY 16 57,000 114 177,000 4 1 177,000 4 1 177,000 4 1 177,000 4 1 177,000 4 1 177,000 4 1 177,000 4 1 177,000 4 1 177,000 4 1 1 177,000 4 1 1 177,000 4 1 1 177,000 4 1 1 177,000 4 1 1 177,000 4 1 1 1 177,000 4 1 1 1 177,000 4 1 1 1 177,000 4 1 1 1 177,000 4 1 1 1 177,000 4 1 1 1 1 177,000 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			_			
BANK   16    77.000   14    177.000   17    107.000   1    107.0	7.0113	11011				
1 10+500 * 17 56,256 15 177,000 * 2 20,000 * 3 27,200 * 3 27,300 * 3 27,300 * 3 27,300 * 3 27,300 * 3 27,300 * 3 27,300 * 3 27,300 * 3 27,300 * 3 27,300 * 3 27,300 * 3 27,300 * 3 27,300 * 3 27,300 * 3 27,300 * 3 27,300 * 3 27,300 * 3 27,300 * 3 20,300 *	DANK	CALARY				
2 79,500 * AVERAGE **** 73,846 17 106,800 * 4 87,200 * 4 87,200 * 18 106,800 * 4 87,200 * 18 106,800 * 4 87,200 * 18 106,900 * 4 87,200 * 18 106,900 * 20 102,840						
3			17	56.256		
## 100-100  ## AVERAGE ALL 71,491						106+800 +
5 95,04			AVERAGE "	** 73.846	17	106,000 +
## 79.700   DEAMS:   21   17.600   ## 79.740   DEAMS:   21   17.600   ## 79.740   DOURNALISM/   22   101.800   ## 79.740   COMMUNICATION   23   100.92   10   77.00C   COMMUNICATION   24   100.100   11   76.538   BANK SALARY   25   100.000   12   77.07   1   1   9,000   26   100.000   13   74.720   1   9,000   27   97.600   14   73.84C   7   89.00C   27   97.600   15   73.640   3   48.00   20   96.500   16   77.500   4   87.280   20   94.800   17   72.500   5   83.600   30   33.100   17   72.500   5   83.600   30   33.100   18   77.00C   7   82.00C   32   72.000   19   69.500   8   75.700   33   91.000   20   74.660   34   90.615   21   64.700   30   77.625   35   90.000   22   64.800   11   76.27C   35   90.000   23   66.47A   12   75.60C   38   37.728   24   66.4700   33   72.60C   38   37.728   25   65.540   11   72.50C   38   37.728   27   61.03C   16   71.30C   41   34.493   27   61.03C   16   71.30C   42   83.90C   27   64.774   17   69.90C   42   83.90C   28   57.724   17   69.90C   42   83.90C   29   90.00C   18   69.42C   47   31.50C   20   57.93C   17   69.90C   47   76.875   21   77.709   25   67.50C   40   87.111   27   77.709   27   67.00C   47   77.715   28   77.709   27   67.00C   47   77.715   29   90.00C   18   69.42C   47   31.50C   20   97.779   24   61.94C   47   77.715   21   97.779   24   61.94C   47   77.715   22   63.80C   13   73.90C   47   77.715   23   83.60C   1   135.00C   47   77.687   24   47.779   24   61.94C   47   77.687   25   67.870   27   77.835   26   48.171   52   67.835   27   77.80C   77.435   28   49.60C   77.435   29   97.80C   77.435   20   97.80C   77.755   21   17.779   24   61.94C   47   77.687   21   17.779   25   67.835   25   17.785   47.60C   47   77.755   26   47.70C   47   77.835   27   77.870C   77.755   77.755   28   77.779   77.70C   77.70C   77.70C   29   77.70C   77.70C   77.70C   77.70C   20   77.70C   77.70C   77.70C   77.70C   21   77.70C   77.70C   77.70C   77.70C   22   77.70C   77.70C   77.70C   77.70C   23   77.70C   77.70C   77.70C   77.70C   24					18	106,00C +
7		95,944 #	AVERAGE A	LL 71,491	19	103,18 <sup>8</sup>
1	6	9 <b>5,</b> 500			2 r	102,840 *
1	7	84,588 +	DEANG		21	137,600 +
9 74,739 * GOMMUNICATION 23 100.982 * 100.982 * 100.900 * 24 100.190 * 24 100.190 * 25 100.000 * 11 76,738 * RANK SALARY 25 100.000 * 12 77.707 * 1 94,000 * 27 37.600 * 13 73,200 * 1 94,000 * 27 37.600 * 14 73,840 * 2 88,000 * 27 97.600 * 15 73,600 * 3 48,000 * 29 94,800 * 17 72,304 * 5 83,600 * 30 33,100 * 17 72,304 * 6 87,280 * 30 33,100 * 17 72,304 * 6 87,2416 * 31 92,188 * 18 77,000 * 7 82,416 * 31 92,188 * 19 77,000 * 7 82,416 * 31 92,188 * 19 77,000 * 32 72,000 * 32 72,000 * 32 72,000 * 32 72,000 * 32 72,000 * 32 72,000 * 33 91,000 * 30 79,686 * 34 90,615 * 21 56,900 * 10 77,625 * 35 90,657 *	ત	79,750 *		7.04.4		101.400 %
10 77.00C	9	7d•739 *				
11 76.53			CUMMUNI	CATION		
12						
13 74,200						
14 73,84C * 7 88,00C * 28 94,700 * 28 94,700 * 15 73,180 3 8,00C * 28 94,800 * 29 94,800 * 15 73,180 * 3 8,00C * 30 93,10C * 17 72,304 * 6 82,416 * 31 92,114 * 21 72,306 * 6 82,416 * 31 92,114 * 21 94,800 * 32 92,200C * 32 92,00C * 40 92,011 * 40,403 * 27 63,00C * 15 72,50C * 40 92,011 * 44,403 * 27 63,00C * 17 63,00C * 42 93,93C * 42 93,93				99,000 +		
15			?	89,000 +		
1			3	48,000 +		
17 72,306 *			4	97,280 <b>*</b>		
1	_		5	87.600 +		
19	_					
20 54,000 9 79,606 33 91,000 9 79,686 9 34 90,615 9 21 64,900 \$ 10 77,025 9 36 90,615 9 22 66,806 11 76,270 9 36 90,000 9 23 66,474 11 76,270 9 36 97,500 9 24 66,474 12 75,600 9 38 35,728 9 35,728 9 25 55,540 9 13 72,500 9 41 37,725 9 26 67,600 9 27,500 9 27,500 9 28 37,500 9 37,50	-		7			
20		• • •	R			
22			q			90,615 +
22			10			
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27 63-900 15 72,500 * 40 83,011 * 27 63+000 16 71.300 * 41 14,443 * 41 14,443 * 42 83,930 * 43 83,930 * 44 83,930						
27						
29 50,000 17						
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20 66,500 * 45 80,500 * 27 76,875 * 37,710 21 66,056 * 47 76,875 * 55,927 27 23 53,000 * 48 76,472 * 32,7729 24 61,944 * 40 73,725 * 37,729 24 61,944 * 40 73,725 * 44,911 * 52 67,830 * 44,911 * 4						P1,204 *
21						
77,814 55,927 723 63,000 * 48 74,42 * 48 73,725 * 28 73,729 24 61,944 * 49 73,725 * 73,725 * 74,46 * 49 73,725 * 74,46 * 49 73,725 * 74,400 * 74,000 * 74,40					46	96,000
72, 727 24 61,944 4 50 73,725 4  A" JE "*" 77,099 25 58,000 51 64,911 4  AVERAGE ALL 71,53?  AVERAGE "*" 74,009  AVERAGE ALL 73,393  DEANS: HUMANITIES  DEANS: LAN  RANK SALARY 1 94,243 4 2 83,800 RANK SALARY 3 83,600 4 1 135,000 4 4 90,290 4 2 125,835 4 5 76,267 4 4 124,667 4 7 73,500 4 5 123,100 4 8 71,556 4 6 120,500 4 9 71,000 4 7 120,000 4	•				47	76,875 *
24 61,944 * 50 73,725 * 57,000 51 A4,911 * 52 62,830 * AVERAGE ALL 71,53?  AVERAGE "*" 74,000 AVERAGE "*" 97,830 * AVERAGE ALL 73,393  DEANS: HUMANITIES  DEANS: LAW  RANK SALARY 1 94,243 * 2 82,800 RANK SALARY 3 83,600 * 1 135,000 * 4 90,280 * 2 123,835 * 4 90,000 * 4 90,280 * 2 123,835 * 4 90,000 * 4 90,280 * 2 123,835 * 4 90,000 * 5 123,100 * 6 76,267 * 4 124,667 * 7 73,500 * 5 123,100 * 6 71,556 * 6 120,500 * 9 71,000 * 7 120,000 * 9 119,600 *					48	74,442 +
25 58,000 50 73,436 4  AVERAGE ALL 71,532 AVERAGE "*" 74,000 AVERAGE "*" 97,836  DEANS: HUMANITIES  DEANS: LAW  RANK SALARY 1 94,243 * 2 83,800 RANK SALARY 3 83,600 * 1 135.000 * 4 90.290 * 5 123,100 * 6 76,267 * 7 73,530 * 8 71,556 * 9 71,000 * 9 71,000 * 9 8 119,600 *		32,723				73,725 +
26 44,171 * 51					50	73,436 *
AVERAGE ALL 71,53?  AVERAGE **** 74,000  AVERAGE **** 97,810  AVERAGE ALL 73,393  AVERAGE ALL 73,393  AVERAGE ALL 73,393  AVERAGE ALL 97,692  DEANS: LAW  RANK SALARY  1 94,243 * 2 83,800 RANK SALARY 3 83,600 * 1 135,000 * 4 90,280 * 2 173,835 * 5 123,000 * 6 76,267 * 4 124,667 * 7 73,500 * 8 71,556 * 6 120,500 * 9 71,000 * 9 119,600 *	5 M J Z	"*" 77,099			51	K4,911 +
DEANS: HUMANITIES  DEANS: LAW  RANK SALARY  1 94,243 * 2 83,800 RANK SALARY 3 83,600 * 4 90,280 * 5 123,800 * 6 76,267 * 7 73,500 * 8 71,556 * 9 71,000 * 7 120,000 10 70,000 * 9 119,600 *			• •	44,171	52	62,830 *
DEANS: HUMANITIES  DEANS: LAW  RANK SALARY  1 94,243 * 2 83,800 RANK SALARY 3 83,600 * 4 90,290 * 5 123,800 * 7 73,500 * 6 76,267 * 7 73,500 * 7 71,000 * 7 120,000 * 9 71,000 * 9 71,000 * 9 71,000 * 9 71,000 * 9 71,000 *	4 VFK 4GC	ALL 71,532	AVEDAGE "	<b>49</b> 74.000		
DEANS:   HUMANITIES   DEANS:   LAW			4761440	14,004	AVEETUE "#"	97,814
DEANS:   HUMANITIES   DEANS:   LAW			AVERAGE A	LL 73,393		
DEANS: LAW  RANK SALARY  1 94,243 * 2 83,800 RANK SALARY 3 83,600 * 4 90,280 * 5 1 135,000 * 6 76,267 * 7 73,500 * 8 71,556 * 9 71,000 * 7 120,000 10 70,000 * 9 119,600 *					AV: FAGE ALL	97,492
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10 70.000 * P 119.600 *				=		
10 70,000 * P 119,500 * 11 66,150 9 115,000 * *Member of NASULGC*						
11 66.150 9 115.000 • Member of NASULGC					*	*
	11	06.120	9	116.000 +	Membe	r of NASULGC



			RANK		SALARY			
DEANST			23		50,880		DEANS:	
LIRFPAL A	PTS		24		46,112		PUBLIC	AFFA105
					_			
RANK	SALARY		AVERAGE	***	57.405		DANK	CALABY
1	114,00C	•	AVERAGE	A 1 1	56 • 2 P 2		RANK	SALARY
2	103.000		# A C W.) C	466	701272		1	136.000 *
3	36,000						2	94,900
4	49, 320		05445				3 4	46,000 +
5	38.200		DEAMSI	MATICS			5	25+70C +
6	47,400			"A   1C	•		, ,	84.960 *
7	20,000						7	76,552 76,000 +
Å	79,000		RANK		SALARY		ď	75,094 +
q	75,276	•	1		99.940	•	9	73,263 +
10	75,000		?	,	36,616		10	72,600 +
11	72,000		, 3	`	10,100		iì	71,610 *
12	70,00P		4		58,200		12	47,932
13	49,000		5		57,400		13	54,425 +
14	49.243	•	•		,,,go		14	57.40 * *
15	69,120		AVERAGE	***	91,219		15	( 50+800)
16	66,094				, . ,		• •	1 70.10007
17	54-030		AVERAGE	ALL	76,405		AVERAGE "	** 77.051
18	63,600	*			••		4 * 2 4 0 .	, , , , , ,
10	52.000						AVERAGE AL	LL 75.710
20	50. 99 G		054464					, ,,,,,
71	60,065		DEANS:					
<i>د</i> ۲	59,191		44.210					
23	55,500							
			RANK		SALARY			
AVERAGE "*"	91,857		1	,	92.000	•		
			ž		98,055			
AVEPAGE ALL	74,995		3		85,08 R			
			4		41.50C			
			5		79.000			
			6		76,293			
DEAMS:			7		75,648	•		
LIBRAFY S	(15,06		A		74,520			
			Ģ		73,500			
RANK	SALARY		10		49,200	•		
1	100.000		11		67,123	•		
ž	90,437		12		65,674	•		
3	80.200		13		64,150			
4	78,700		14		63.240	•		
5	78,000		15		50.000			
é	75,311		16		5°,300			
7	75.000		17		58.000			
8	73,500		1 A		50,100	*		
q	58.000		19		56.000			
10	57,410	•	20		40,660			
11	45,983							
12	65,50 8		AVERAGE	***	73,475			
13	64.100				4.0 000			
14	54,000		AVERAGE	ALL	44.505			
15	61,620							
16	40.76C							
17	60,006	•						
14	56,955	•						
19	50.568	•						
20	56.290							
21	53,000	*					<del> </del>	<del></del>
27	51,940	*					*м	ember of NASULGC*



		RANK	SALARY		
OEANS:		8	P4.000 *	DEANS:	
SCIENCE		9	83.25A #	UNDERGRADI	14 TF
		10	40.400 +	STUDIFS	
		11	( 90.00C) *		
RANK	SALARY	12	90.000	RANK	SALARY
1	107,030 +	13	79,000 *	1	79,530 +
2	105,030 +	14	77,040 +	?	75.COC
3	79 <b>,</b> 500 +	15	73,320	3	75.459 #
4	98,854 *	16	( 72,558)+	4	75,00C +
7	97,657 +	17	70,000	5	1 72,3041
6	97,050 +	10	59,526	6	71,000 +
7	₹\$,000 <b>*</b>	19	69,500	7	70,000 *
6	39,50C +	20	67 <b>,</b> 200	Я	44.911 #
g -	99,000	21 ·	57.C9C +	9	68,628
10	86,766 *	22	59,604	10	64,90°
11	( 26.616) *			11	51,000 *
12	95,000 +	AVERAGE "+"	• 93,015	12	48,00 C
13	83,375 +				
14	83,000 +	AVERAGE ALL	78,836	A VERAGE "+"	/1,554
15	A2,030 +				
16	R0,400	DEANS:		AVFRAGE ALL	54,226
17	90.000	SOCIAL VO	) PK		
18	80.000 +				
19	79,500			n EANS:	
20	77,400 +	RANK	SALARY	UNIVEPSIT	
21	75.648 +	ı	112.434 *	GENERAL CO	DLLEGE
22	75.100 +	2	102+350 +		
23	73,956 +	3	21.046	RANK	SALARY
24	73,500	4	A9,000 +	1	96,000 +
25	72,000 *	5	#4.120 *	2	79.400 *
26	71,000	6	84,000 +	3	73.150 +
27	70.000	7	43.345 *	4	71.621 +
28	59.1K9 *	8	42.900 +	5	70,750 +
29	6 A , 96 A	. 7	82+000	6	70,680 +
30	68,500	10	91.921 +	7	68,340 +
31 32	55+250 55-30€	11	P1,744 +	A	65.200 *
33		12	90,240 *	9	63,440
34	n3+699 61,500 *	13	70.720 *	10	60.000 +
35	60,753	14	74,844 *	11	59,500
36	57,185	15	76.633 *	12	58,887 *
37	54.725	16 17	75,000 +	13	57.670 *
38	54.372	17	74,000 +	14	77,449 *
39	52.000	18 19	73.644	15	54,500 +
•	37 1300	20	( 72,558) <del>+</del> 72,500 +	16	54.375 *
AVEPAGE "	*** A5.504	21	72,396 +	17	52,00°
770, 700		22	- · · · ·	18	51,984
AVEPAGE A	LL 77,791		72,000 *	A VED + CF	47,744
		23 ?4	68,917 <b>*</b> 68,896 <b>*</b>	AVEPAGE "*"	~ 11/44
		25	55.690 *	AVEDACE ALL	44 000
DEAMS:		26	55,380 *	AVERAGE ALL	54,908
	AND RCHAV-	27	64,357		
	CLENCES	28	52.332 *		
10046	1 1 1 C 1 C 1 S	29	61,252 *		
RANK	SALARY	30	60,300 +		
1	95,000 +	31	59,213 *		
2	21.100 +	32	57,64P *		
3	A9, A41 *	33	56,28		
3	98,000 +	,,,	/U) ( P		
3	87,120 +	AVERAGE "+"	75.809		
ė	A5,634 +	476"406	+ > + 0 · y +		
7	95,000 +	AVERAGE ALI	L 75.435	* Membe	er of NASULGC
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### CF4TISTPY    F1   F1   F1   F1   F1   F1   F1   F				RANK	SALARY		RANK	SALARY
CFYTISTRY  31	MEDICAL DEA	NS:		29	101.023	•	30	66.560
RAMK SALARY 32 03.700 4 42 05.7540 1 23.500 1 32.500 1 32.500 1 36.000 3 34 06.000 4 4 05.5540 1 123.500 1 36.000 3 37 00.000 1 45 33.500 1 3 119.000 1 36 08.75 1 46 05.3141 1 46 06.000 1 45 05.540 1 31.000 1 36 08.75 1 46 05.3141 1 46 06.000 1 47 05.212 1 36.000 1 47 05.212 1 36.000 1 47 05.212 1 36.000 1 47 05.212 1 36.000 1 47 05.212 1 36.000 1 47 05.000 1 37 05.762 1 37 0	_							
RAMK SALARY 33 31,000 4 42 63,780 1 1 123,500 4 34 06,000 4 4 63,415 4 31,000 4 31 1,000 4 31 1,000 4 31 1,000 4 4 63,415 4 31,000 4 4 63,415 4 31,000 4 4 63,415 4 31,000 4 4 63,415 4 31,000 4 4 6 6 32,336 4 111,40 4 37 87,624 4 47 61,212 3 1,336,487 38 96,0 4 48 31,000 4 7 103,130 4 30 91,000 4 49 61,000 4 7 103,130 4 30 91,000 4 49 61,000 4 7 103,130 4 30 91,000 4 49 61,000 4 7 103,130 4 30 91,000 4 49 61,000 4 7 103,130 4 30 91,000 4 49 61,000 4 7 103,130 4 30 91,000 4 1 76,000 5 31 90,000 4 1 76,000 5 31 90,000 4 1 76,000 5 12 96,000 12 96,000 4 1 76,000 5 12 96,000								
### SALARY 123:500 * 34					-			
1 123:500 * 34	RANK	SALARY		33	91,940	•		
3 119,000 * 36		123,500	*	34	90,000			
3 119,000 * 36 98,750 * 46 33,336 111,400 * 37 87,62 * 47 51,212 5 107,447 38 96 0 * 48 31,000 * 7 101,447 38 96 0 * 48 31,000 * 7 101,440 * 30 9 1,000 * 49 61,000 * 7 101,440 * 40 77,506 * 50 60,624 * 8 170,650 41 76,000 * 51 50,600 * 51 50,600 * 9 39,231 * 52 58,989 * 52 58,989 * 11 97,500 * 40 84,000 * 52 58,080 * 52 58,080 * 52 58,080 * 52 57,675 * 51 3 95,170 * 52 57,675 * 51 3 95,170 * 52 57,675 * 51 3 95,170 * 52 57,675 * 51 3 95,170 * 51 50,000 * 51				35	90,000	•	45	63,400
\$ 10a,487	_				98,75C	•	46	63,336
A 103:192 * 39 91.000 * 40 81.000 * 40 81.000 * 40 81.000 * 80 81.000 * 80 81.000 * 80 81.000 * 80 81.000 * 80 81.000 * 80 81.000 * 90 81.0000 * 90 81.0000 * 90 81.0000 * 90 81.0000 * 90 81.0000 * 90 81.0000 * 90 81.0000 * 90 81.0000			*		87,624	*	47	61 • 21 2
7 101.440 * 40 77.500 * 30 60.424 * 90 77.500 * 30 60.424 * 90 30.791 * 31 60.600 * 31 60.					96, C	*	48	51,00C ·
## 100.450 # 1 70.000 * 51 00.000 * 9 0.000 *								61,000 +
9			•	-				
10				41	76,000	•		
11 97.500								
12				AAFKAGE	11 7,841			
13 95.74#   14 95.280   15 77.60   15 92.114   MEDICAL DEANS:   57 57.60   16 92.114   MEDICAL DEANS:   54 54.60   17 35.000   18 91.670   19 76.315   2 103.000   AVERAGE ALL 73,199   AVERAGE ALL 73,314   AVERAGE ALL 73				AMERACE ALL	120 405		_	
14 95.280 *				AVEFAGE ALL	120,007			
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17 95.00 * 10 40.00 * 10 40.00 * 10 40.00 * 10 40.00 * 10 40.00 * 10 40.00 * 10 10.40 *					N):		=	
18 91,670 * 19 76,315 * RANK SALARY AVERAGE ALL 73,100 AVERAGE "*" 76,470 AVERAGE "*" 78,470 AVERAGE ALL 19,526 4 93,733 *    MEDICAL DEAMS: 6 90,300 * 0PTOMETRY APPROACH AVERAGE ALL 19,526 5 92,610 * 0PTOMETRY APPROACH AVERAGE ALL 19,526 * 0PTOMETRY APPROACH AVERAGE ALL 19,100 * 0PTOMETRY APPROACH AVERAGE ALL 19,100 * 0PTOMETRY APPROACH AVERAGE ALL 19,100 * 10PTOMETRY APPROACH AVERAGE ALL 12,314 * 0PTOMETRY APPROACH APPROA				140 - 71 149				-,
19 76,315 * RANK SALARY AVERAGE NOW 75,4/2  AVERAGE NOW 99,011 2 103,000 * AVERAGE ALL 73,100  AVERAGE ALL 19,526 4 93,733 * * * * * * * * * * * * * * * * * *								40.00
AVERAGE *** 39.011 2 103.000 * AVCHAGE ALL 73,199  AVERAGE ALL 19,596 4 93.723 *   ***EDICAL DEAMS:				RANK	SALARY		AVEDAGE "+"	75.412
AVERAGE NOW 99,011 2 103,000 * AVERAGE ALL 73,100  AVERAGE ALL 19,536 4 93,733 * MEDICAL DEAMS:  MEDICAL DEAMS:  MFDICINE 9 P3,230 * COPTOMETRY  MFDICINE 9 P3,230 * COPTOMETRY  MARK SALARY 10 A7,200 * 1 39,000 * 7 41,740	_					•	444-449	136 46
AVERAGE ALL 19,536 4 93,733 *  6 90,300 *  MEDICAL DEANS: 7 70,000 *  MEDICINE 9 0,737 *  RANK SALARY 10 37,876 *  1 203,500 * 11 87,000 * 2 91,26 *  2 1,2440 * 12 96,420 * 3 79,00 *  3 168,540 * 13 95,000 * 4 74,117 *  4 164,700 * 14 86,300 *  5 157,000 * 16 73,051 *  7 151,570 * 17 92,834 * AVERAGE ALL 13,314 *  8 151,500 * 10 90,777 *  11 140,000 * 21 73,360 *  11 140,000 * 21 73,360 *  11 140,000 * 21 73,360 *  11 140,000 * 21 73,360 *  11 140,000 * 21 73,360 *  12 138,625 22 79,155 *  13 136,100 23 76,430 *  14 176,000 * 24 76,100 *  15 17,600 * 25 75,000 *  16 122,900 * 26 73,630 *  17 120,000 * 27 73,164 *  18 119,706 * 27 73,164 *  19 115,416 * 20 72,400 *  21 13,31* *  21 113,31* *  21 113,31* *  21 113,31* *  21 113,31* *  21 113,31* *  21 113,31* *  21 113,31* *  21 117,000 *  22 109,572 * 32 70,884 *  23 108,000 *  24 17,000 *  25 107,7816 *  27 104,290 *  26 177,630 *  27 104,290 *  37 0,8377 *	A VERAGE "+"	99,011					AVELAGE ALL	72.106
AVERAGE ALL 19,596  #EDICAL DEANS: #FDICINE  #FDICINE  #FDICINE  #FDICINE  #FDICINE  #FOIL DEANS: #FOIL DEANS: #FOIL DEANS: #FOIL DEANS: #FOIL DEANS: #FOIL DEANS: #FDICINE  #FOIL DEANS: #FOIL DEANS: #FOIL DEANS: #FDICINE  #FOIL DEANS: #FOIL DEANS							ATERACE MEE	131144
MEDICAL DEANS:  MAK SALARY   ANAK SALARY   A	AVERAGE ALL	19,506						
MEDICAL DEAMS:  MEDICINE  7 7 70,000 * 77,250 * 70,000 * 77,250 * 70,000 * 77,250 * 70,000 * 77,250 * 70,000 * 70,250 *				5			MEDICAL DEAMS	<b>;</b> :
MEDICINE  #FORCINE  #FORCI				ć	-		<b>OPTOMETPY</b>	
RANK SALARY 10		NS:		7				
RANK SALARY 10 37,200 * 1 39,000 * 1 203,500 * 11 87,000 * 2 11,740 * 2 11,740 * 12 96,920 * 3 79,900 * 3 79,900 * 3 168,540 * 13 95,000 4 76,117 * 4 164,700 * 15 93,357 * AVERAGE **** 36,340 * 15,700 * 16 6 165,000 * 16 6 63,061 * 7 191,579 17 92,836 * AVERAGE **** 36,340 * 19 91,350 * 19 91,350 * 19 91,350 * 10 91,350 * 10 91,350 * 10 91,350 * 10 91,350 * 11 140,000 * 21 79,342 * 12 138,625 22 79,155 * 13 136,100 23 76,430 * 11 140,000 * 24 76,100 * 15 127,000 * 25 75,000 * 15 127,000 * 25 75,000 * 15 127,000 * 25 75,000 * 15 127,000 * 25 75,000 * 25 75,000 * 17 120,000 * 27 73,164 * 18 119,706 * 28 73,100 * 21 13,41 * 31 14,51 * 31 17,000 * 22 109,572 * 32 70,864 * 21 13,41 * 31 71,000 * 22 109,572 * 32 70,864 * 23 108,000 * 33 70,500 * 25 107,916 * 31 108,000 * 33 70,500 * 25 107,916 * 31 108,000 * 33 70,500 * 25 107,916 * 31 108,000 * 33 70,500 * 25 107,916 * 31 108,000 * 33 70,500 * 25 107,916 * 31 108,000 * 33 70,500 * 25 107,916 * 31 108,000 * 33 70,500 * 25 107,916 * 35 108,000 * 35	ALD IC INF			8				
1				9	47.A7K	•		SALARY
2	RANK	SALARY		10	37,200	•		
3		203,500	•		87.000	•		
4 169,200 * 14 84,300 * 4 4 84,300 * 5 157,000 * 15 93,357 * 4 4 YERAGE "*" 36,390 * 6 155,000 * 16 63,001 * 7 151,579 17 92,836 * A YERAGE ALL 13,314 * 151,500 * 19 81,350 * 9 145,530 * 19 90,775 * 10 142,941 * 20 79,399 * 11 140,000 * 21 79,342 * 12 138,625 22 79,155 * 13 136,100 23 76,430 * 14 126,000 * 24 76,100 * 15 125,000 * 25 75,000 * 16 122,500 * 26 73,630 * 17 120,000 * 27 73,164 * 18 119,706 * 28 73,000 * 21 13,416 * 29 72,400 * 21 13,416 * 29 72,400 * 21 14,450 * 30 71,196 * 21 143,415 * 31 71,000 * 22 109,572 * 32 70,884 * 23 108,000 * 33 70,600 * 25 107,816 * 35 69,024 * 26 105,000 * 36 69,024 * 26 105,000 * 37 10,000 * 27 109,000 * 27 109,572 * 37 10,000 * 27 109,000 * 27 109,572 * 37 10,000 * 27 109,000 * 27 109,572 * 37 10,000 * 27 109,000 * 27 109,572 * 37 10,000 * 27 109,000 * 27 109,572 * 37 10,000 * 27 109,000 * 27 10		112.440	•		96, 720	•		
5					95,000		4	74.117
6 165.000 * 16 63.061 * AVERAGE ALL +3,314 7 151.579 17 92.836 * AVERAGE ALL +3,314 8 151.500 * 18 61.360 * 9 145.530 * 19 80.775 * 10 147.461 * 20 79.369 * 11 140.000 * 21 79.342 * 12 138.625 22 79.155 * 13 136.100 23 76.430 * 14 126.000 * 24 76.100 * 15 125.000 * 25 75.000 * 16 122.590 * 26 73.630 * 17 120.000 * 27 73.164 18 119.706 * 28 73.000 * 19 115.416 * 29 72.400 * 20 114.450 * 30 71.196 * 21 113.61 * 31 71.000 22 109.572 * 32 70.864 * 23 108.000 * 33 70.500 * 24 107.958 * 34 70.000 * 25 107.816 * 35 69.924 * 26 105.000 * 36 68.900 27 104.270 * 37 08.377 *					84,300	•	UE0105 #4#	
7							AVERAGE "+"	3 Ny 34 I)
F			•				AMERACE ALL	19 21 /
9 145,530 * 19 30,775 * 10 142,941 * 20 79,369 * 11 140,000 * 21 79,342 * 12 138,625 22 73,155 * 13 136,100 23 76,430 * 14 126,000 * 24 76,100 * 15 125,000 * 25 75,000 * 16 122,500 * 26 73,630 * 17 120,000 * 27 73,164 18 119,706 * 28 73,000 * 19 115,416 * 29 72,400 * 20 114,450 * 30 71,196 * 21 113,31 * 31 71,000 22 109,572 * 32 70,864 * 23 108,000 * 33 70,500 * 24 107,958 * 34 70,000 * 25 107,816 * 35 69,924 * 26 105,000 * 37 98,377 *							A 4 C × 3 '7 C A L L	149314
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15			•					
16								
17								
18						•		
19						•		
20								
21		-						
2? 109,572 * 32 70,864 * 23 108,000 * 33 70,500 * 24 107,958 * 34 70,000 * 25 107,816 * 35 69,924 * 26 105,000 * 36 69,900 27 104,290 * 37 68,377 *								
23	22					•		
24 107,958 * 34 70,000 * 25 107,816 * 35 69,924 * 26 105,000 * 36 68,900 27 104,290 * 37 58,377 *		108,000	•					
25		137,958	•					
27 104+790 + 37 58-377 +								
27 104,240 # 37 58,377 # **Member of NASULGC**					6 <b>9. 40</b> 0			
ZR 104+240 38 67,255 * "Member of NASULGC"			•				<del></del>	
	28	104,240		38	67.255	•	<sup>n</sup> Member	of NASULGC"



MEDICAL DEAMS:

MEDICAL DEARS: VETERINARY MEDICINE

RANK	SALARY	
1	113.000	*
2	107,855	٠
3	105,600	*
4	2A, 675	*
5	94,715	
6	94.107	*
7	93,300	•
9	92,833	٠
9	91,702	*
10	71.000	
11	90,720	•
12	90.030	•
13	89,800	•
14	87,875	•
15	96.279	*
16	95,512	٠
17	83,545	*
1 1	93,500	*
19	82.72 C	•
20	92,309	*
21	77.500	*
22	75,504	٠
23	73,320	*
24	73,133	
25	69,962	*
26	5 % • 00 D	*
27	66,396	*
29	55,848	*
29	65,000	*
3 C	61,000	*
31	55,000	
32	51,100	*
AVEPAGE	93,586	

AVERAGE ALL 82,714

RANK		SALARY	
1		113.100	*
2		109,850	*
3		94,537	
4		95.000	
5		94.500	4
6		70,843	
_			
7			*
ę		97,000	*
9		38.680	•
10		87,100	
11		97,030	
12		85,890	*
13			*
14		79,310	*
15		76. 496	
16		76.764	
17		76.120	
_			
18		75,500	*
AVERAGE	**	99,621	
AVERAGE	ALL	88.421	

\*Member of NASULGC\*



#### TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-eight participating universities from this region are as follows:

Auburn University Clemson University East Tennessee State University Florida Atlantic University Florida State University Georgia Institute of Technology Georgia State University Memphis State University Middle Tennessee State University Mississippi State University North Carolina State University at Raleigh Tennessee Technological University University of Alabama University of Alabama in Birmingham University of Alabama in Huntsville University of Central Florida University of Florida University of Georgia University of Kentucky University of Louisville Uni .sity of Mississippi University of North Carolina at Chapel Hill University of North Carolina at Creensboro University of South Alabama University of South Carolina, Columbia University of South Florida University of Southern Mississippi University of Tennessee - Knoxville



				RANK	SALARY
PRESIDENT	OF A SINGLE	ACADEMIC (	OFFICERS:	4	59,920
UNIT IN:	NOITUTITA	PROVOST		5	( 59,460)
				6	58,818
				7	57,287
RANK	SALARY	RANK	SALARY	ė	53,075
1	125,000	1	112,000	ğ	48,277
2	120,0C0	2	109,800	10	47,925
3	120,0C0	3	102,6CG	ii	47,500
4	120,000	4	( 96,633)	12	( 47,040)
5	115,165	5	95,850	13	45,800
6	115,165	6	91,000	14	45,500
7	115,0CG	7	87 <b>,</b> 740	15	45,426
b	115,066	8	83,476	16	36,867
9	114,896	9	7 % 000	17	36,1CO
10	112,450	10	( :7,076)	18	35,760
11	110,702	11	65,000	19	34,691
12	103,450			20	34,006
13	103,126	A"ER AGE	91,107	21	33,854
14	98, 15G				
15	97+405			AV ER AG E	49,178
16	94,285	ACADEM IC			
17	93,363	DIRECTU			
18	92,000	LIBRARI	ES		
19	88,9CO				
20	85,0C0	RANK	SALARY		
21	85,000	1	92,000	ACADEMIC D	
22	80,600	2	83,8CO	DIRECTUR	UF COMPUTING
23	78,0C0	3	80,325	SERVICES	5
24	77 <b>,</b> 5C0	4	76,760		
AVERAGE	102,517	<b>5</b>	74,039	RANK	SALARY
AVERAPE	1027567	6	72,000	1	83,8GC
		7	70,000	2	81,127
		8	64,240	3	79,310
		9	66,000	4	78,863
		10	67,640	•	78,3C8
ACADEMIC (		11	66,5C0	6	76,421
	VICE PRES/	12	66,000	7	74,6C0
AICE CHY	ANCELLOR	13	61,364	8	7C+950
DANK	CALADY	14	60,000	9	69,205
RANK	SALARY	15	58,65C	10	67,928
1	107,000	16 17	58,500	11	67,500
2	99,500	18	58,352	12	66,223
3	( 98,633)	19	57,7CU 54,380	13	65,563
4 5	98,375	20	53,000	14	64,250
	95,2tC	21	52,044	15	60,417
6 7	93,3C0 92,500	22	52,0G0	16	58,3CO
ä	92,365	23	44,700	17	57,700
9	91,0CO	24	44,469	18 19	57,5CO
10	49,3CD	25	42,115	20	57,050 56,600
11	88,0CC	-	427113	21	55,432
12	84,500	AVER AGE	63,341	22	55,203
13	83,900	***************************************	03/3/12	23	54,1CO
14	( 77,076)			24	52,500
15	75,000	ACABEMIC O	++ ICERS:	25	52,500 52,104
16	74,064	DIRECTOR		26	50,000
17	72,8C0		INF WCLIEN	27	48,294
18	7C+275	AL LANGET		28	47,004
19	68,946	RANK	SALA:RY	29	41,383
20	65,52G	1	77,4C0	30	36,572
		Ž	( 66,500)	••	
AVERAGE	85,863	3	61,593	AV ER AG E	62,140
	<del>-</del>	•			/-



				RANK	SALARY
BUSINE SS/	FISCAL OFFICERS:	BUSINESS/	FISCAL OFFICERS#	15	40,408
	ESIDENT FUR	TREASUR	ER OR BUKSAR	16	40,356
BUSINES	5			17	40,332
				18	40,262
RANK	SALARY	RANK	SALARY	19	40,075
1	102,000	1	BO,40G	20	39,900
2	99,345	2	( 67,825)	21	36,110
3	99,000	3	63,5CG	22	36,700
4	96,000	4	53,876	23	35,568
5 6	94,500	5	51,636	24	33,6CO
7	86,0CG	6	39,000	25	32,150
6	85,500	7	38,6E5	26	30,680
9	64,926	8 9	36,600	27	27, 976
10	83,235 81,936	10	37,500		
11	81,850	11	36,960	AVERAGE	43,442
12	81,560	12	32,5C0 31,961		
13	75,548	13	31,698		
14	73,500	14	30,200	BUSINESS/FISCA	L DEFICERS:
15	72,800	15	20,833	INTERNAL AUL	
16	72,000	16	26,558		
17	76,081	17	23,093		
16	( 68,900)	••	237073	RANK	SALARY
19	68,600	AVER AGE	42,049	1	65,000
20	63,972	AV-KA	127017	Ž	52,848
21	63,600			3	51,40C
22	66,098			4	49,755
		N22 AM T2UB	FISCAL OFFICERS:	5	49,207
AVERAGE	80,225		S MANAGER	6	45,912
		90 31 NE 3	JANAGER	7	43,916
				6	43,4C5
BUSINESS/	FISCAL OFFICERS:	RANK	SALARY	9	42,000
CONTROL		1	65,036	10	42,000
		Ē	59,506	11	41.0CO
		3	49,577	12	41,689
RANK	SALARY	4	41,995	13	39,3CC
1	77,000	5	32,792	14	39,040
2	75,000	6	28,008	15	37,887
3	72,460			16	37,236
4	( 67,825)	AVER AGE	45,4 66	17	36,745
5	65,060			18	36,500
6	62,700			19 20	35,820 35,4C7
7	59,265			20 41	32,470
8	58,700		ISCAL OFFICERS:	22	31,200
9	56,740	OIRECTOR	OF PURCHASING	23	29,000
10	56,026			24	28,636
11	55,0C0	RANK	041.457/	25	26,508
12	52,800		SALARY		
13 14	52,700	1	60,050	AVER AGE	40,627
15	52,323	2	60,000		10,000
16	51,681 50,971	3 4	56,300		
17	50,960	3	53,665 50,064		
18	46,694	6	50,004 50,00C		
19	46,400	7	49,090		
20	46,220	6	44,669		
21	44,625	ÿ	48,168		
22	43,274	10	45,166		
23	42,912	11	45,044		
29	39,400	12	44,117		
<del>-</del> -		13	43,470		
AVERAGE	55,380	14	43,200		
		- ·			



### TABLE II (Continued) ---ATLANTA REGION---

#USINESS/FISCAL OFFICERS1					RANK	SALARY
BUDGET DFFILER    DIRECTOR OF FERSONNEL   22   30,000     RANK   SALARY   RANK   SALARY   22   50,000     Table   SALARY   RANK   SALARY   22   50,000     Table   SALARY   RANK   SALARY   22   50,000     Table   SALARY   SALARY   22   50,000     Table   SALARY   3   67,000   AVERAGE   70,746     Table   SALARY   4   66,500     Table   SALARY   50,000   AVERAGE   70,746     Table   SALARY   4   66,500     Table   SALARY   50,000   DEAN OF STUDENT AFFAIRS OF FICERS1     Table   SALARY   50,000   RANK   SALARY     Table   SALARY   50,000   RANK   SALARY     Table   SALARY   50,000	BUSINESS/	FISCAL OFFICERS:	MUSINESS/	FISCAL OFFICERS:	21	61,164
PANK   SALARY   PANK   SALARY   24   60,000						
RANK   SALARY   PANK   SALARY   22   40,100			51 KE 6 1 51		_ <del>_</del>	
RANK						
	RANK	SALARY	RANK	SALARY	<del>-</del>	
2 63,036 2 70,000 AVERAGE 70,746 3 37,955 3 67,039 4 30,676 4 ( 60,500) 5 30,652 5 00,220 6 34,960 6 6 67,100 STUDENT AFFAIRS OFFICERS: 7 34,108 7 59,500 DEAN OF STUDENT 8 46,606 8 57,425 AFFAIRS 9 48,000 9 57,180 10 47,645 10 54,990 RANK SALARY 11 47,510 11 51,713 1 71,956 12 46,980 12 51,993 2 00,753 13 46,000 13 51,416 3 60,750 14 45,345 14 50,628 4 00,717 15 45,000 15 50,9628 4 00,717 16 43,000 16 48,432 6 5 55,174 17 42,860 17 45,675 7 7 52,160 18 42,500 18 45,565 9 46,633 20 33,360 20 44,600 10 44,713 21 32,160 21 43,916 11 41,600 22 32,000 22 43,640 12 41,665 23 43,160 13 34,631 AVERAGE 48,081 24 42,828 2 34,460 12 41,665 DIRECTUR OF PAYRELL AVERAGE 21,914 STUDENT AFFAIRS UFFICERS: DIRECTUR OF PAYRELL AVERAGE 21,914 STUDENT AFFAIRS UFFICERS: 0 49,160 STUDENT AFFAIRS OFFICERS: 1 40,100 STUDENT AFFAIRS OFFICERS: 27 33,444 51 44,400 12 41,660 13 41,660 27 33,760 20 44,600 10 43,713 28 49,160 STUDENT AFFAIRS OFFICERS: 28 34,960 12 44,660 12 41,660 29 43,7214 9 59,500 9 6 33,216 20 47,960 STUDENT AFFAIRS OFFICERS: 1 40,100 STUDENT AFFAIRS OFFICERS: 27 33,744  DIRECTUR OF PAYRELL AVERAGE 21,914 STUDENT AFFAIRS UFFICERS: 28 49,960 7 36,262 19 33,760 9 60,779 10 37,860 9 79,500 9 6 39,200 11 37,960 9 79,500 9 70,960 12 33,760 9 79,500 9 70,960 13 33,000 9 77,710 11 20,265 14 47,012 1 9 79,500 9 70,900 11 37,900 9 77,900 9 77,900 12 33,760 9 77,900 9 77,900 11 37,900 9 77,900 9 77,900 11 37,900 9 77,900 9 77,900 11 37,900 9 77,900 9 77,900 11 37,900 9 77,900 9 77,900 11 37,900 9 77,900 9 77,900 11 37,900 9 77,900 9 77,900 11 37,900 9 77,900 9 77,900 11 37,900 9 77,900 10 20,456 11 37,900 9 77,900 9 77,900 11 33,900 9 77,900 9 77,900 11 33,900 9 77,900 9 77,900 11 33,900 9 77,900 9 77,900 11 33,900 9 77,900 9 77,900 11 33,900 9 77,900 9 77,900 11 33,900 9 77,900 9 77,900 11 33,900 9 77,900 9 77,900 11 33,900 9 77,900 9 77,900 11 33,900 9 77,900 9 77,900 11 33,900 9 77,900 9 77,900 11 33,900 9 77,900 9 77,900 11 33,900 9 77,900 9 77,900 9 77,900 9 77,900 9 77,900 9 77,900 9 77,900 9 77,900 9 77,900 9 77,900 9 77,90						,,,,,,,
3 577,959 3 677,039 4 501,676 4 ( 605,900) 5 305,052 5 007,220 6 34,940 6 6 (1,100 STUDENT AFFAIRS DEPICERS) 7 54,106 7 555,500 DEAM OF STUDENT 8 46,066 8 577,425 AFFAIRS 9 48,000 9 571,180 110 47,645 10 34,940 RANK SALARY 111 47,510 11 51,713 1 71,795 12 46,940 12 51,553 2 0,07,733 13 46,000 13 51,4416 3 00,773 14 45,345 14 506,028 4 6,07,712 15 45,000 15 50,000 5 9 09,347 17 42,810 17 45,677 7 9 9 9 9,341 18 46,000 17 45,677 7 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9		<del>-</del>			AVERAGE	70.746
1					*******	
3	_		=			
6 54,900 6 66,100 STUDENT AFFATRS OFFICERS: 7 54,108 7 58,500 DEAD TO STUDENT AFFATRS 8 46,608 8 57,425 AFFATRS 9 48,000 9 57,180 10 47,645 10 54,900 PANK SALARY 11 47,510 11 31,713 1 71,956 12 46,980 12 51,503 2 0.07,53 13 46,000 13 51,416 33 60,750 14 45,345 14 500,28 4 60,715 15 49,000 15 500,000 5 60,362 16 43,000 16 44,422 6 6 53,174 17 42,800 17 45,675 7 7 52,100 18 42,900 18 45,564 8 52,100 19 39,355 19 45,285 9 9 49,803 20 35,326 20 20 44,000 10 44,713 21 32,100 21 43,816 11 41,800 22 32,000 22 43,480 11 41,800 22 32,100 22 43,480 11 41,800 23 32,000 22 43,480 11 41,800 24 42,828  BUSINESS/FISCAL DFFICERS: DIRECTUR UF PAYRCLL AVERAGE 91,914 STUDENT AFFATRS UFFICERS: 0 3 49,200 34,831  PANK SALARY 1 46,100 STUDENT AFFATRS UFFICERS: DIRECTUR UF PAYRCLL AVERAGE 91,914 STUDENT AFFATRS UFFICERS: 0 3 49,200 3 39,400 37,300 34,831  PANK SALARY 1 46,100 STUDENT AFFATRS UFFICERS: 0 3 41,200 3 41,200 6 35,217 0 33,444 40,000 6 35,217 0 33,274 1 99,500 6 35,217 0 33,274 1 99,500 6 35,217 0 33,274 1 99,500 6 35,217 10 33,800 5 77,300 9 27,000 11 37,200 6 77,700 10 20,446 11 37,500 6 77,400 10 20,446 12 33,264 7 77,100 13 33,000 8 77,100 14 32,344 9 7,600 6 35,217 15 31,692 10 74,200 16 31,692 10 74,200 17 32,203 14 69,000 19 22,033 14 69,000 19 22,033 14 69,000 19 22,033 14 69,000 19 22,033 14 69,000 19 22,033 14 69,000 19 22,033 14 69,000 19 69,000			-	· · ·		
7		<del>-</del>			STUDENT AFFAIR	S OFFICERS:
## 45,005 ## 57,425 #FFAIRS  ## 45,005 ## 57,120 ## 57,1			_			
10						
10 47,645 11 47,510 11 51,713 11 71,7510 12 46,980 12 51,563 13 46,000 13 51,516 14 45,345 14 50,628 14 45,345 15 45,000 16 44,432 16 43,000 17 45,675 17 42,800 18 45,260 19 45,285 19 45,285 20 33,340 21 68,381 21 32,160 21 43,816 21 32,160 22 43,460 23 43,160 21 42,822 25 (42,822 25 (42,822 25 (42,822 25 (42,822 25 (42,822 25 (42,822 25 (42,822 25 (42,822 25 (42,822 25 (42,822 25 (42,822 25 (42,822 25 (42,822 25 (42,822 25 (42,822 26 (310,841 26 (42,822 27 35,444 28 (42,822 28 45,500 27 35,444 28 (42,822 29 45,560 27 35,444 29 20 44,840 21 45,840 22 45,560 27 35,444 20 42,822 20 43,460 27 35,444 28 28 28 28 28 28 28 28 28 28 28 28 28 2			_			
11 47,910 11 51,713 1 71,956 12 46,980 12 51,563 2 C C07,753 13 46,000 13 51,563 2 C C07,753 13 46,000 13 51,563 2 C C07,753 14 49,345 14 50,628 4 C C07,715 15 49,000 15 50,600 5 C C07,753 16 49,000 16 44,422 6 5 32,174 17 42,800 17 45,675 7 32,160 18 42,900 18 42,965 9 9 48,833 20 33,350 20 44,000 10 44,713 21 32,160 21 43,816 11 41,800 22 32,000 22 43,460 12 41,863 24 42,822 2 32,000 23 43,400 13 33,831 20 23 33,350 20 44,000 13 33,831 20 23 34,310 23 43,400 13 34,831 21 32,160 21 43,816 11 41,800 22 32,000 22 43,460 12 41,863 24 42,822 2 50 34,400 13 34,831 25 (42,912) AVERAGE 52,755 26 34,760 27 33,444 28 510ERIS STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS 24 40,3400 VICE PRESIDENT FOR 1 52,824 2 40,3500 VICE PRESIDENT FOR 1 52,824 4 44,4400 VICE PRESIDENT FOR 1 52,824 4 44,400 VICE PRESIDENT FOR 1 52,824 5 4 44,400 VICE PRESIDENT FOR 1 52,824 6 33,600 VICE PRESIDENT FOR 1 52,824 6 33,600 VICE PRESIDENT FOR 1 52,824 7 (42,012) 2 84,500 6 39,217 8 36,300 3 84,400 7 32,025 10 37,800 3 77,710 11 20,255 11 37,800 7 77,117 11 20,255 12 33,264 6 77,740 10 26,456 12 33,264 9 77,000 4 8 27,940 11 37,800 7 77,110 11 20,255 12 33,264 9 77,000 14 32,344 9 77,000 15 27,930 12 70,405 16 31,000 11 72,200 17 30,038 12 70,405 18 27,930 12 70,405 19 22,033 14 69,000 17 73,000 19 22,033 14 69,000 17 75,980 19 22,033 14 69,000 19 20,000	-		· · · · · · · · · · · · · · · · · · ·		RANK	SALARY
12 46.986 12 2 51.963 2 C0.753 13 46.000 13 51.416 3 60.750 13 51.416 3 60.750 14 45.345 14 50.028 4 60.711 15 45.000 15 50.028 4 60.711 16 45.000 16 48.422 6 33.174 17 42.800 17 45.675 7 7 52.100 18 42.700 18 45.525 9 9 46.833 20 35.360 20 44.000 10 10 44.713 21 32.140 21 43.816 11 41.800 22 32.000 22 43.440 12 41.800 23 43.100 13 34.831  AVERAGE 48.081 24 42.822 25 ( 42.012) AVERAGE 52.555  BUSINESS/FISCAL OFFICERS1 DIRECTUR OF PAYRCLL AVERAGE 51.914 STUDENT AFFAIRS UFFICERS1 DIRECTUR OF 9.000 STUDENT AFFAIRS OFFICERS1 2 40.500 VICE PRESIDENT FOR 1 52.884 3 45.200 STUDENT AFFAIRS 0.000 5 30.200 6 43.274 1 90.500 5 30.200 6 43.274 1 90.500 5 30.200 6 43.274 1 90.500 5 30.200 11 37.800 5 79.350 9 27.700 11 37.800 5 79.350 9 27.700 11 37.800 5 79.350 9 27.700 12 33.200 6 77.700 10 20.446 12 33.200 8 28.997 10 37.800 5 79.350 9 27.700 11 37.800 5 79.350 9 27.700 14 32.344 9 70.000 14 32.344 9 70.000 14 32.344 9 70.000 14 32.344 9 70.000 14 32.344 9 70.000 14 32.344 9 70.000 15 31.692 10 77.700 AVERAGE 36.009 16 31.000 11 77.200 AVERAGE 36.009 17 30.038 11 77.200 18 27.930 12 70.465 18 27.930 12 70.465 18 27.930 13 77.000 19 22.033 14 69.000						
13						
14 49,345 14 50,628 4 60,712 15 49,000 15 50,628 4 60,712 15 49,000 15 50,628 3 60,362 16 43,000 16 48,422 6 33,174 17 42,800 17 49,675 7 52,100 19 39,355 19 49,285 9 48,833 20 35,360 20 44,000 10 44,713 21 32,160 21 43,816 11 41,800 22 32,000 22 43,460 12 41,640 23 43,100 13 34,831  AVERAGE 48,081 24 42,822 AVERAGE 52,555  BUSINESS/FISCAL OFFICERS1 27 33,444  DIRECTUR OF PARTILL AVERAGE 51,914 STUDENT AFFAIRS UFFICERS1 DIRECTUR OF PARTILL AVERAGE 51,914 STUDENT AFFAIRS DEAN OF INTERNATIONAL STUDENTS  BANK SALARY 1 40,100 STUDENT AFFAIRS DEFICERS1 ANK SALARY 2 40,150 STUDENT AFFAIRS 2 2 49,350 4 44,450 STUDENT AFFAIRS 3 41,265 5 43,604 RANK SALARY 4 40,000 6 43,274 1 99,500 5 30,200 7 30,217 0 37,800 7 7,771,15 11 25,256 13 33,000 8 7,771,100 14 32,364 9 76,000 15 31,000 11 72,200 16 31,000 11 72,200 17 30,038 12 70,445 18 27,230 13 70,000 19 22,033 14 69,000 19 22,033 14 69,000 19 22,033 14 69,000 19 22,033 14 69,000 19 05,000						
10 45000 15 50,000 5 60,362 6 60,362 16 45,000 15 60,362 6 53,174 17 42,800 16 48,432 6 53,174 17 42,800 17 45,675 7 52,100 18 42,500 18 42,500 19 39,355 19 45,205 9 48,833 20 35,360 20 44,000 10 44,713 21 32,160 21 43,816 11 41,800 22 32,43,460 12 41,645 23 43,100 13 34,831 AVERAGE 48,081 24 42,828 25 126 26 39,900 27 42,812 AVERAGE 52,555 26 39,900 27 35,444 STUDENT AFFAIRS UFFICERS: DEAN OF INTERNATIONAL STUDENTS  BUSINESS/FISCAL OFFICERS: AVERAGE 51,914 STUDENT AFFAIRS UFFICERS: DEAN OF INTERNATIONAL STUDENTS  BUSINESS/FISCAL OFFICERS: AVERAGE 51,914 STUDENT AFFAIRS UFFICERS: DEAN OF INTERNATIONAL STUDENTS  BUSINESS/FISCAL OFFICERS: AVERAGE 52,555 26 39,900 2 49,350 20 2 2 49,350 20 2 2 2 49,3			_			
10 43000 10 49,432 0 531,74 17 42,800 17 43,675 7 52,100 18 42,500 18 42,507 19 45,285 9 46,833 20 35,360 20 44,000 10 44,713 21 32,160 21 43,816 11 41,800 22 32,000 22 43,460 12 41,645 23 43,100 13 34,831  AVER AGE 48,081 24 42,828 25 (42,012) AVER AGE 51,914 STUDENT AFFAIRS UFFICERS1 DIRECTUR OF PAYRELL AVER GE 51,914 STUDENT AFFAIRS UFFICERS1 DIRECTUR OF PAYRELL AVER GE 51,914 STUDENT AFFAIRS UFFICERS1 DEAN OF INTERNATIONAL STUDENT STUDENT STUDENT GRAW 2 45,500 STUDENT AFFAIRS OFFICERS1 BANK SALARY 2 45,500 VICE PRESIDENT FOR 1 52,884 3 45,266 STUDENT AFFAIRS 3 44,265 5 43,604 RANK SALARY 4 40,000 6 43,274 1 59,500 5 30,200 7 (42,012) 2 84,500 6 33,217 8 34,800 3 84,400 7 32,055 9 36,124 4 86,320 8 28,997 10 37,800 5 79,350 9 27,000 11 37,500 5 79,350 9 27,000 11 37,500 6 77,900 10 26,456 12 33,264 9 76,000 10 26,456 13 33,000 8 77,1100 AVERAGE 36,069 14 32,364 9 76,000 15 31,692 10 74,200 16 31,000 11 72,200 17 30,638 12 70,445 18 27,530 13 76,000 19 22,033 14 69,000 20 21,011 15 67,737 AVER AGE 36,324	-		_			
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AVERAGE 48,081  AVERAGE 48,081  24 42,0121  25 (42,0121)  26 39,900  27 35,444  BUSINESS/FISCAL OFFICERS:  DIRECTUR OF PAYRELL  AVERAGE 51,914  AVERAGE 51,914  STUDENT AFFAIRS UFFICERS:  DEAN OF INTERNATIONAL STUDENTS  RANK SALARY  1 46,100  STUDENT AFFAIRS OFFICERS!  A 45,500  VICE PRESIDENT FOR  1 52,864  4 44,900  5 TUDENT AFFAIRS  3 41,265  5 43,604  RANK SALARY  4 44,900  5 TUDENT AFFAIRS  3 41,265  5 43,274  1 9,500  6 43,274  1 9,500  6 43,274  1 9,500  6 33,214  1 9,500  6 33,217  9 36,124  4 60,320  9 36,124  4 60,320  10 37,800  11 37,900  11 37,900  12 33,264  7 77,175  11 25,256  13 33,000  8 77,100  14 32,364  9 76,000  14 32,364  9 76,000  15 31,692  16 31,692  10 74,200  17 30,638  12 70,445  18 27,930  19 22,033  14 69,000  AVERAGE 36,324  AVERAGE 36,324  AVERAGE 36,324	_				_	
AVERAGE 48,081  24 42,022 25 ( 42,012) 26 39,900 27 35,444  BUSINESS/FISCAL OFFICERS:  DIRECTUR OF PAYRCLL  AVERAGE 51,914  STUDENT AFFATRS UFFICERS:  DEAN OF INTERNATIONAL STUDENTS  RANK SALARY  1 46,100  STUDENT AFFATRS OFFICERS:  A 45,500  VICE PRESIDENT FOR  1 52,888  4,400  5 43,604  RANK SALARY  RANK SALARY  A 4,490  A 4,490  A 4,490  A 4,490  A 4,490  A 4,490  A 4,401  B 39,800  A 4,400  A 4,401  B 37,800  A 5,217  B 39,800  A 5,217  B 39,800  A 7,700  A 10  A 2,944  A 6,320  B 20,997  A 32,055  A 33,000  A 11  A 37,000  A 4,400  A 4,400  A 4,400  A 5,700  A 4,400  A 4,400  A 4,400  A 4,400  A 5,500  A 4,400  A	22	32,000				
## BUSINESS/FISCAL OFFICERS:  DIRECTUR OF PAYRCLL  ## AVERAGE   51,914   STUDENT AFFAIRS UFFICERS:  DEAN OF INTERNATIONAL STUDENTS  ## AVERAGE   51,914   STUDENT AFFAIRS UFFICERS:  DEAN OF INTERNATIONAL STUDENTS  ## AVERAGE   51,914   STUDENT AFFAIRS UFFICERS:  ## AVERAGE   51,914	AVEDACE	48.081			••	01,052
## BUSINESS/FISCAL OFFICERS:  DIRECTUR OF PAYRCLL  AVERAGE 51,914  STUDENT AFFATRS UFFICERS:  DEAN OF INTERNATIONAL STUDENTS  RANK SALARY  1 4601C0 STUDENT AFFATRS OFFICERS:  PANK SALARY  2 45,560 YICE PRESIDENT FOR 1 52,884  3 45,266 STUDENT AFFATRS 2 49,350  4 44,490 STUDENT AFFATRS 3 41,265  5 43,604 RANK SALARY 4 46,000  6 43,274 1 95,500 5 36,200  7 (42,012) 2 84,500 6 35,217  8 36,800 2 84,500 6 35,217  8 36,800 2 84,500 7 22,000  10 37,860 5 79,330 9 27,000  11 37,500 6 77,700 10 20,456  12 33,264 7 77,175 11 25,256  13 33,000 8 77,100  14 32,364 9 76,000 AVERAGE 36,009  15 31,609 10 74,200  16 31,000 11 72,200  17 30,638 12 70,445  18 27,530 13 76,000  19 22,033 14 69,000  20 21,611 15 67,737  AVERAGE 36,324 17 65,800	AVERAGE	40,001	_		AVERAGE	52.565
BUSINESS/FISCAL OFFICERS1   AVERAGE   21,914   STUDENT AFFAIRS UFFICERS1   DEAN OF INTERNATIONAL STUDENTS					~~~~~	3277.3
BUSINESS/FISCAL OF PAYRCLL   AVERAGE   31,914   STUDENT AFFAIRS UFFICERS   DEAN OF INTERNATIONAL STUDENTS			_			
DIRECTUR OF PAYRELL  AVERAGE  AVERAGE  DIRECTUR OF PAYRELL  AVERAGE  AVERAGE  DEAN OF INTERNATIONAL STUDENTS  STUDENTS  BANK SALARY  1	BUSINESS/	FISCAL OFFICERS:	21	337 7 77		
RANK SALARY  1			AVERACE	61 .014	STUDENT AFFAIR	S HEFTCERS:
RANK SALARY  1	017000	N DI VAIRCEE	AAEK WAE	319414		
RANK SALARY  1					· · · <del>- ·</del> · · · · · ·	
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2					DANK	SALADY
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			20	C7/7(U		



		RANK	SALARY	RANK	SALARY
STUDENT A	FFAIRS OFFICERS:	22	38,955	12	41,5CO
	R OF ADMISSIONS	23	36,335	13	
	31 45,155555115	24	38,0CC	14	41,060
		25	34,690	_	37,100
RANK	SALARY	26	32,940	15	35,928
1	59,640	27	32,340	16	35,700
Ž	(57,500)	28		17	35,0CO
3	55,000	20	31,304	18	33,888
4		AVERAGE	43.006	19	33,569
5	52,349 52,030	AVER AG É	47,095	20	32,661
6				21	31,518
7	50,798	STUDENT A	FFAIRS OFFICERS:	22	30,660
8	47,973		R OF FANANCIAL	23	30,000
	47,171	AIO	ar rinanciat	24	28,875
9	47,0C0	710		25	24,743
10	( 46,6CC)	RANK	SALARY	26	26,136
11	46,502				
12	46,000	1 2	52,738	A V E R A G E	40,617
13	45,320	3	51,735		
14	45,000		50,034		
15	44,310	4	49,200		
16	44,100	5	48,725	STUDENT AFFAIR	
17	41,7CG	6	44,935	DIRECTOR OF	STUDENT
18	41,664	7	44,170	HEALTH CENTER	
19	( 41,076)	8	44,000		
20	40,000	ò	43,346	RANK	SALARY
21	39,922	10	41,316	1	87,234
22	38,084	11	41,264	2	87,058
23	32,448	12	41,228	3	86,677
24 .	31,800	13	41,124	4	86,440
25	28,079	14	40,950	5	79,418
26	26,712	15	40,173	6	76,999
27	23,004	16	39,939	7	75,000
	20,00	17	39,931	ë	72,100
AVERAGE	43,397	18	39,641	, 9	71,817
		19	34,600	10	71,470
		20	38,830	11	
STUDENT A	FFAIRS OFFICERS:	21	37, OCC	12	65,891
REGISTR		22	35,0CO	13	62,326
KEATTIK	AK	23	34,308	14	61,600
		24	34,3CC	15	60,696
RANK	SALARY	25	33,955	16	60,245
		26	33,744		60,060
1	70,350	27	33,0CO	17	60,060
2	67,750		337000	18	51,500
3 4	64,739	AVERAGE	41,266	19	45,624
	61,500	446444	41/200	20	41,000
5	59,034			21	37,586
6	( 57,500)		FAIRS OFFICERS:		
7	57,250	DIRECTOR	UF HOUSING	AVERAGE	66,707
8	57,243				
9	49,117				
10	48,000	RANK	SALARY	UPER AT IONS	OFFICERS:
11	47,060	1	59,210	EXECUTIV	E VICE
12	( 46,6GC)	2	55, 779	PRESIDEN	Ī
13	46,260	3	55,0CC	= = 30011	
14	46,006	4	53,0CC	RANK	SALARY
15	44,310	5	52,250	1	89,728
16	42,360	6	48,700	ž	83,200
17	42,323	ž	46,444	3	83,11C
18	41,500	8	47,250	4	( 78,000)
19	41,500	ğ	46,200	5	64,060
20	(41,076)	10	43,160	,	077060
21	40,731	11	42,840	AVERAGE	79,608
		••	727070	ATERAGE	177060



				RANK	SALARY
OPERATION	S OFFICERS:	OPERATION.	S UFFICERS:	<b>5</b>	62,3CG
ADPINIS	TRATIVE	ATZIZZA	NT TG THE	6	54,534
VICE PRI	ESIDENT	PRESIDE	NT	7	56,7CC
				6	58,465
RANK	SALARY	RANK	SALARY	ÿ	58,240
1	£7,4C0	1	75,006	10	58,000
2	76,645	2	74,5CC	11	57,360
3	( 76,000)	3	67,000	12	56,670
4	77,920	4	65,5C8	13	53,664
>	77,760	<b>5</b>	59,660	14	51,819
6	75,160	6	56,264	15	51,467
7	( 74,050)	7	48,456	16	51,0CO
8	73,133	8	46,000	17	50,400
4	( 68,960)	9	45,8CC	18	49,000
		10	44,960	19	48,951
AVERAGE	76,176	11	46,236	20	4H-828
		12	46,060	21	48.JCO
		13	34,519	22	48,438
		14	34,000	23	45,838
	S OFFICERS:	15	33,860	24	40,200
	ES FCR INSTI-		•	25	46,020
IANDITUI	L PLANNINE	AVERAGE	51,176		
				AVERAGE	54,931
RANK	SALARY				
1	76,845				
2	( 74,050)	EPERAL ION	S UFFICERS:		
3	73,650	DIRECTU			
4	65,084		LES PLANNING		OFFICERS:
5	53,000	1 4 5 1 5 1 1	-cy remining	DIRECTOR	
6	51,604	RANK	SALARY	Anaric 2	AFETY
7	( 44,245)	1	83,027		
		Ž	55,500	RANK	SALARY
AVERAGE	63,383	3	58,032	1	54,0C0
		4	56,689	2	52,930
		,	55,440	3	44,400
		6	55,000	4	44,140
	S UFFICEKS:	7	54,271	5	47,648
LEGAL C	DUNSEL	8	53, 360	6	47,162
		4	52,900	7	47,000
RANK	CALADY	10	51,864	8	45,412
	SALARY	11	50,739	9	45,912
1	73,439	12	50,460	10	43,050
2	66,875	13	44,3:6	11	42,016
3	66,937	14	46,250	12	42,066
4	62,306	15	44,940	13	41,756
•	61,479	16	40,200	14	37,400
6	61,262	1'	36,702	15	36,060
7	60,500	16	33,059	16	35,974
b	66,293		55. 55.	17	35,365
9	60,000	AVERAGE	21,873	18	33,619
10	60,000			19	33,241
11	56,984			20	32,508
12	55,385			21	30,020
13	55,000	UPERATIONS	OFFICERS:	22	29,319
14	50,000	DIRECTOR		23	27,166
15	( 47,040)	PHYSICAL	. PLANT	24	26,964
AULDACE	10.363			25	24,480
AVERAGE	60,161	RANK	SALARY	AVERAGE	20.499
		1	76, 8CG	AVERAGE	39,622
		2	67,745		
		3	6t,156		
		4	65,867		
		•	0,,00,		



		RANK	SALARY	RANK	SALARY
PUBLIC RE	LATIONS UFFICERS:	20	42,0L0	8	56,4CC
	ESIDENT FOR INSTI-	21	46,448	9	( 55,917)
	L ADVANCEPENT	22	46,636	10	54,328
		23	35,270	11	
RANK	SALARY	4	34,3tC	12	56,000
1	164,3CG	25	33,234	13	49,82C
Ž	94,000	26	32,172	14	47,955
3	t0,136	27	31,782	_	46,0C0
4	80,1CG	• •	317762	25	( 45,906)
5	77,486	AVERAGE	47,786	16	45,508
6	77,250	ATTANAC	417760	17	42,184
7	76,000			18	41,575
	75,0CC			19	39,473
9		Street TC . S.C.		20	36,339
10	72,710		LATIONS UFFICERS:	21	36,575
11	62,00C		P UF LEGISLATIVE		
••	57,408	RELATIU	N2	AVERAGE	53,795
/Er. AGE	83,308	RANK	SALARY		
		<b>.</b>	69,854		
		2	62,6CC	PUBLIL RELATION	
DIIMI 1/ DEI	ATILNS OFFILERS:	3	62,560		
	JIDENT FER PUBLIC	4	61,334	UIRECTOR OF A	LUMNI
		5	51,166	25 LAICE2	
VEFAITO	IS/INFORMATICA	6	47,2 0	DANK	544 4 <b>5</b> 14
RANK	SALARY	7	36,065	RANK	SALARY
		8	34,4C0	1	85,336
1	( 930 y80)	J	21,7100	2	74,0C0
2	25,057	AVERAGE	53,395	3	67,0CC
3	79,000		337343	4	( 65,0CO)
4	75,96C			>	56,650
5	46,0C0			6	56,211
6	L7:460			7	( 55,417)
7	66,186	PUBLIC KEL	.Alions Officers:	8	55,0C0
В	56,370	VILE PRE	SIDENT FCR	9	53,160
		DEVF LOPA	1ENT	10	5C,553
AVERAGE	74,249			11	46,628
		RANK	SALARY	12	46,357
		1	( 93,480)	13	( 45,966)
		2	90,000	14	( 45,732)
	ATIENS OFFICERS:	3	77,200	15	42,190
	UF PUBLIC	•	76,762	16	37,128
4ELA : IUN	S/INFORMATION	5	75,672	17	37,112
		6	73,8C0	18	35,938
RANK	SALARY	· 7	( 68,400)	19	34,461
I	76,000	8	66,700	20	34,327
2	66,000	9	62,974	21	32,970
3	63,535	•	027717	22	32,0CC
4	56,625	AVERAGE	76,243	23	31,452
>	56,3L0		167243	24	26,666
6	56,762			25	26,828
7	56,368			26	24,000
8	54,749	PUBLIC REL	.AIICNS OFFICERS:	20	247000
4	51,5CO		UF DEVELOPMENT	AVERAGE	46,421
10	51,0C0				10) 721
11	46,662				
12	47,382	RANK	SALARY		
13	45,3C1	1	78,7:0		
14	44,082	2	72,974		
15	44,019	3	68,256		
16	43,818	4	66,150		
17	43,600	5	( 65,000)		
16	43,012	6	64,010		
19	43,011	ĭ	62,500		
		•	027300		



PUBLIC RELATIONS OFFICERS: DIRECTOR OF COUPERATIVE		RESEARCH OFFICERS? Director of research		OEANS: AGRICULTURE	
EXTENSI	DN	(CONTRACTS & GRANTS)			
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	91,700	1	89,000	1	96,660
2	50,8CC	Ž	72,000	2	92,400
3	90,650	3	71,964	3	90,250
4	( 78,560)	4	62,863	4	( 78,5CO)
<b>5</b>	( 78,000)	5	57,943	<b>5</b>	77,400
6	76,975	6	57.2CC	6	74,905
7	64,192	7	56,676	7	74,530
8	34,6CC	8	56,160	8	64,600
9	36,3±0	9	52,5C0	9	( 59,328)
		10	52,5C0		
AVER AGE	72,410	11	52,200	AVERAGE	78,946
		12	51,547		
		13	46,8CO		
		14	45,684		
KESEAKCH (	JF+1CER5:	15	39,631	OEAN 5 F	
VICE PRI	ESIDENT FCF	16	38,760	ARCHITE	CTURE
RESEARCE	1	17	37,875		
		18	36,130		
RANK	SALARY	1.3	35,88C	RANK	SALARY
<b>4</b>	116,985	20	34,0C0	1	90,1CO
2	107,600			2	66,000
3	92,500	AVER AGE	52,376	3	85,000
4	69,0CC			4	77,000
5	65,40			5	7G,0C0
6	81,453			6	70,0CO
1	79,785	RESEARCH (	OFFICERS:	7	70,CC0
ŧ	77,0CO		R OF INSTI-	8	69,660
9	72,060	TUTIONAL	L RESEARCH	9	64,435
10	67,566				
11	67,486	RANK	SALARY	AVERAGE	76,024
12	54,240	1	76,750		
13	34,500	2	69,539		
		3	£1,2C0		
AVERAGE	79,161	4	57,80	DE ANS :	
		5	57,0C0	ARTS ANI	D SCIENCES
		6	56,724		
		7	56,1CC		
RESEARCH (		8	56.0 CO	RANK	SALARY
	S FOR RESEARCH	9	55,4C0	1	96,500
AND GRAD	DUATE DEAR	10	55,130	2	97,600
DANK	CALADY	41	52,600	3	96,772
RANK	SALARY	12	51,178	4	93,500
1	105,000	13	51,159	5	90,000
2	85,0C0	14	49,934	6 7	85,8C0
3	79,000	15	( 49,245)	,	65,00C
4	76,0C0	16	48,6C0	8	78,000
5	73,0C0	17	44,990	9	77,910
6 7	( 64,00C)	18 19	44,271	10 11	75,0C0
•	67,599	20	41,540	12	74,0C0
AVERAGE	76.228	21	40,000 35,373		70,000
A 4 E 4 M D E	74,228	22	36,373	13 14	70,000
		23	37,875 34,569	15	65,550
		24	26,0CO	16	60,840
		<b>⊾</b> ₹	201000	17	66·5C0 58,436
		AVERAGE	50,667	• ,	201730
		H + + H M + +	<b>70,007</b>	AVER AGE	78,7CC



OEAN38		OEAN S:		UEANS:	
BUSINES MANAGEM	S/INDUSTRIAL	ED UC AT I	ON	FINE ARTS	
HA NA VEH	ENI				
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	132,0G0	1	85,2CO	1	70,008
2	121,500	2	85,7C0	2	70,060
3 4	162.000	3	85,5CO	3	67,000
5	100,500 97,151	4	84,000	4	62,950
6	91,060	6	83,387	,	52,000
ž	90,769	7	81,0C0 80,879	AVERAGE	64,392
ė	89,5CO	é	8(,200	AVERAGE	047376
9	89,000	9	76,537		
10	07,5GO	10	74,0C0		
11	86,3CO	11	73,025		
12	63,844	12	76,760	DEAN S:	
13	82,909	13	70,008	FORESTRY	1
14	82,852	14	69, 977		
15	86,060	15	69,000		
16	79,450	16	69,000	RANK	SALARY
17	75,675	17	65,812	1	86,100
18	73,804	18	65,500	2	65,7CC
19	73,500	19	61,884	3	85,160
20 21	73,500	20	60,000	•	76,518
22	71,8GC 71,300	21 22	59,6C0 59,500	<b>5</b>	72,000
23	70,527	23	58,5CO	6	68,500
24	65,350	24	58,069 56,160	AVERAGE	78,956
25	64,008	25	55,100	AVERAGE	101410
26	63,590	-	<i>337</i> 100		
		AVER AGE	71,310		
AVERAGE	84,591		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
				DEANS:	
				GR ADUATE	
		UZAN S :			
DEANS:		EMGINEER	ING		
CONTINU	ING EDUCATION			RANK	SALARY
				1	105,000
RANK	SALARY	RANK	SALARY	2	99,500
		1	98,500	3	91,355
1 2	76,877 76,451	2	97,100	<u> </u>	8C,3CO
3	76,120	3	97,000	5 6	79,500
4	66,8CO	4 5	95,000		77,8C0
j	63,000	6	90,0C0 89,347	7 8	77,139
6	62,264	7	89,000	9	76,942 76,000
7	61,513	8	89,000	10	75,0GC
8	58,830	9	68, OCO	ii	73,629
9	56,2CO	10	85,000	12	72,000
10	56,100	11	83,8Ç4	13	71,059
11	55,6C0	12	83,0CC	14	71,000
12	54,444	13	80,000	15	67,599
13	52,231	14	77,000	16	63,900
14	51,599	15	76,599	17	66,865
15	50,820	16	72,345	16	60,743
16	50,000	17	71,244	19	58,5C0
17 18	49,178	18	70,500	20	57,8C0
19	39,216 29,330	19	66,400	21 22	57,024
47	£ 7) 3 3 U	20	66,764	22	56,1CO
AVERAGE	57,215	AVERAGE	83,377	AVER AGE	73,125



		RANK	SALARY		
DEANS:		,	100,000	DEANS:	
HEAL TH-	RELATED	6	94,80		AND BEHAV-
PRUFESS		7	93,1C0	IORAL S	
		8	92,000		
RANK	SALARY	9	90,000	RANK	SALARY
1	98,0C0	10	89,5CO	1	86,000
2	87,300	11	85,011	ž	80,600
3	85,946	12	EG,5CO	3	( BC,000)
4	73,840			ă.	79,0C0
5	72,364	AVERAGE	95,533	5	67,2CO
6	64,5GG				
7	66,900			AV ER AG E	78,960
8	60,000				
9	57,814	DE ANS:			
		LIBERAL	ARTS	D4 4N 5 4	
AVERAGE	74,623			DEANS!	.0.5.4
				20 CIAL A	IUKK
		RANK	SALARY		
		1	87,300	D 444/	SALARY
DFANSI		2	75,000	RANK	
MOME ECO	ONOMICS	3	76,008	1	102,350
		4	69,000	2	81,744
		5	66,243	3	72,500
RANK	SALARY	6	63,600	•	68,917
1	89,880	7	60,980	5	66,000
2	88,282		337.33	6	65,380
3	72,0C0	AVERAGE	76,590	7	60,300
4	70,0C0			8	56,280
5	67,777			AMED A / E	71.4.94
6	67,4CO			AVERAGE	71,684
7	66,8CO	DEANS:			
8	( 59,328)	LIBRARY	SCILNCE	MEDICAL DI	
		*******	JULICE	MEDICAL DI	
AVERAGE	72,683			DENTIST	₹ ₹
		RANK	SALARY		
		1	80,200	2414	SALARY
OEAN S:		Ž	75,0C0	RANK	
JOUR NAL	ISM/	<u>3</u>	64,100	1 2	120,1 CO
COMMUNIC		<u>-</u>	64,000	3	111,840
•••••		5	56,955	4	103,192
RANK	SALARY	6	56,280	3	97,520
1	28,000	7	53,000	•	85,000
Ž	79.760		307000	AVER AGE	103,530
3	77,625	AV ER AG E	64,219	AVERAGE	1037530
4	76,270				
5	69,900				
6	67,300			MEDICAL DE	ANS:
7	66,5CC	DE AN S		MEDICINE	
8	64,964	SCIENCE			
-					
AVERAGE	73,737			RANK	SALARY
		RANK	SALARY	1	165,0CO
		1	( 86,616)	2	151,5CO
DEAN S:		2	85,060	3	145,530
LAW		3	83,0CO	4	136,625
		4	82,0CO	5	119,706
		5	73,5CO	6	107,816
RANK	SALARY	6	71,000	7	104,240
1	107,5CO	7	£,250	8	90,000
2	107,000	8	54,725	9	76,0CO
3	106,000				_
4	100,962	AVER AG E	75,261	AV ER AG E	122,046



#### MEDICAL DEANS: NURSING

RANK	SALARY
1	103,000
2	89,250
3	86,920
4	83,061
5	82,836
`	75,000
	73,630
8	73,164
9	72,4C0
10	70,060
11	69, 424
12	67,255
13	66,560
14	65,000
15	63,580
16	63,460
17	61,212
18	57,072
19	54,6CO
AVERAGE	72,519

#### MEDICAL DEANS: PHARMACY

RANK	SALARY
1	98,675
2	90,000
3	87,875
4	65,868
5	65,000
AVERAGE	81,484



A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIFS
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
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The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-eight participating universities from this region are as follows:

Ball State University Bowling Green State University Central Michigan University Cleveland State University Illinois State University Indiana State University Indiana University-Purdue University at Indianapolis Indiana University-Bloomington Kent State University Miami University Michigan State University Michigan Technological University Northern Illinois University Oakland University Ohio State University Ohio University Southern Illinois University at Carbondale Southern Illinois University at Edwardsville University of Akron University of Cincinnati University of Illinois at Chicago University of Illinois at Urbana-Champaign University of Michigan at Ann Arbor University of Minnesota-Twin Cities University of Toledo University of Wisconsin at Madison University of Wisconsin at Milwaukee Western Michigan University



		RANK	SALARY	RANK	SALARY
PRESIDENT	OF A SYSTEM	10	( 85,0G0)	24	69-9c0
	I-CAMPUS	11	84,874	24	58,900
THPLITO		12	81,304	25	57,636
	. 10113	13	80,000	26	55,015
RANK	SALARY	14	( 79,440)	27	52,264
1	140,000	15	79,000	AMERACE	70,734
Ž	129,000	16	78,462	AVER AG E	10)134
3	120,225	17	78,000		
4	109,650	18	75,336		
š	107,004	19	71,500	ACADEMIC C	ELIFEES.
6	105,000	14	717 500		
7	104,700	AVER AGE	89,218	OIRECTOR	
8	104,700	.TACK MAC	077210	AFFIKAAI	INE WCLICH
•	1047000			RANK	SALARY
AVER AGE	114,947				
A10NA02	1147741	ACADEMIC	OFFICERS:	1 2	74,266
		PRUVOST		3	70,650
				•	53,000
PRES IDENT	OF A SINGLE			5	53,000
UNIT IN	STITUTIUN	RANK	SALARY		52,462
		1	(114,480)	6	52,0C8
		2	116,750	7	49,550
RANK	SALARY	3	96,356	8	47,891
1	135,300	4	96,000	9	47,808
2	115,000	5	E6,650	10	47,8CG
3	115,00C	6	( 86 / 850)	11	47,760
4	110,50C	7	( 85,000)	12	45,300
5	110,000	8	82,000	13	45,160
6	110,000	9	( 79,440)	14	44,640
7	109,962	10	78,750	15	43,0C0
ė	107,980		107170	16	42,8CO
9	167,980	AVERAGE	91,831	17	42,144
10	107,590		-17001	18	39,165
11	106,000			19	38,300
12	100,760			20	38,221
13	100,000	ACADEMIC (	· •	21	37,999
14	97,439	OIRECTO		22	34,0C0
15	94,000	LIBRARII	\$	23	34,000
16	90,000		_	24	32,592
17	88,810	RANK	SALARY	25	25,960
18	88,700	1	102,506		
19	83,22C	2	89: 800	AVERAGE	45,575
20	63,220	3	87 <b>,</b> 000		
21	82,692	4	86,350		
	027072	5	86,190		
AVERAGE	102,160	6	85,0CO		
	1017100	7	82,760		
		5	80,000		
		9	77,662		
ACADEMIC C	FFICERS:	10	75,0CO		
AC AD EMIC	: VICE PRES/	11	72,591		
VICE CHA	MCELLOR	12	71,3CO		
		13	71,046		
RANK	SALARY	14	67,450		
1	128,400	15	63,900		
2	(114,486)	16	62,598		
3	130,000	17	61,776		
4	101,0C0	18	61,0C8		
5	95,0CC	19	60,960		
6	92,500	20	60,766		
7	88,0CO	21	£C, 0G0		
8	( 86,85C)	22	59,800		
9	86,0CG	23	59,6C0 -		



		RANK	SALARY	RANK	SALARY
ACADEM 1C	CF+1CERS:	13	76,8CO	9	47,3CO
DIRECTO	R OF COMPLTING	14	76,65C	10	44,560
SERV 1CE		15	76,320	11	38,5CO
		16	72,760	12	33,642
RANK	SALARY	17	71,0C0		337312
1	91,8CO	ŢĦ	( 70,422)	AVER AG E	52,228
2	79,280	ī,	69,900		
3	79,050	20	68,292		
4	77,733	21	68,244		
5	74,3CO	22	61,200	BUSINESS/FISCA	L OFFICERS:
6	72,862			BUSINESS MAN	
7	71,760	AVER AGE	80,317		
8	71,300				
9	68,4CO			RANK	SALARY
10	68,000			1	64,300
11	67,323		FISCAL OFFICERS:	2	( 63,0CO)
12	66,650	CONTROL	LEP	3	62,650
13	66,300			4	51,770
14 15	66,000			5	51,0CO
16	65,500	RANK	SALARY	6	44,800
17	65,350	1	93,500		
16	65,300	2	72,820	AV ER AG É	56,253
19	64,886	3	72,6CO		
20	62,6C0 61,96C	4	69,850		
21		5	64,920		
22	61,7CO 61,618	6	63, 662	BUSINESS/FISCAL	. OFFICERS:
23	61,500	7	( 63,000)	DIRECTOR OF F	PUPCHAS ING
24	61,500	8	62,628		
25	61,210	9	62,5CO		
26	54,85C	10	62,400	RANK	SALARY
27	59,364	11 12	62,262	1	63,525
28	57,264	12	61,4CG	2	£8,135
29	53,760	14	59,5C0	3	53,856
30	52,8CO	15	57,8C0	4	52,500
31	51,750	16	56,600 56,200	5	51,6CO
32	51,425	17	52,640	6	51,000
33	47,1CO	18	50,835	7	50,851
34	46,884	19	46,540	8	50,066
35	40,0C8	20	48,192	9	48,500
		21	47,219	10	48,168
AVERAGE	63,829	22	46,668	11 12	47,948
		23	43,700	12	46,650
			137100	13	45,600
		AVERAGE	59,969	15	43,960 42,360
BUSINESS/F	ISCAL OFFICERS!			16	42,0CC
	SIDENT FOR			17	41,766
8U31NE35				18	40,000
				19	39,460
RANK	SALARY	BUS1 NE SS/F	15CAL OFFICERS:	20	35,850
1	122,0CC		R OR BURSAR	21	34,911
Z	99,5CO	• • • • • • • • • • • • • • • • • • • •	<b>/</b>	22	33,1CC
3	97,5CO			23	32,860
4	90,240	RANK	SALARY		,
5	( 66,760)	1	86,962	AVER AG E	45,859
6	81,648	2	71,0C0		
7	81,23C	3	59,04C		
8	81,230	4	53,0C0		
9	80,4CO	5	52,5CO		
10	79,500	6	49,350		
11	78,500	7	48,496		
12	76,932	8	47,940		



### TABLE II (Continued) ---CHICAGO REGION---

BUSINESS/FISCAL UFFICERS: Internal auditor		BUSINESS/FISCAL UFFICERS: OIRECTOR OF PAYRILL		STUDENT A.FAIRS OFFICEPS: VICE PRESIDENT FCR STUDENT AFFAIRS	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	64,4CQ	1	66,700	1	90,000
2	63,800	2	66,480	Ž	89,900
3	55,190	3	51,0CO	3	89,200
4	49,840	4	45,625	4	87,680
5	49,500	5	43,500	5	84,0CC
6 7	47,550	6	42,528	6	83,0C0
8	45,633 45,200	7 8	40,630	7	81,230
ğ	45,012	9	39,396 38,956	8	81,000
10	43,320	10	38,856	9	78,5CO
11	43,000	11	35,942	10 11	77,852 77,500
12	42,904	12	35,6C2	12	76,379
13	42,550	13	35,125	13	73,700
14	42,540	14	33,867	14	72,2CC
15	42,370	15	31,950	15	71,0C0
16	41,975	16	30,280	16	70,000
17	41,820	17	29,144	17	67,000
18	41,505	18	28,6CO	16	( 66,936)
19	38,968	19	28,038	19	66,8CZ
20 21	38,054	20	26,000	20	65,004
22	37,5C0 35,285	21 22	25,6CO	21	60,500
	337203	22	21,735	22	45,959
AVERAGE	45,363	AVER AGE	37,950	AVER AGE	75,246
BUJINESS/	FISCAL OFFICERS: OFFICER	BUSINESS/FISCAL OFFICERS® Director of Perschnel		STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS	
RANK	SALARY	RANK	SALARY	RANK	24.404
1	98,000	1	93,840	· · · · · ·	SALARY 68,000
2	74,8C0	Ž	85,500	1 2	( 66,936)
3	72,850	3	78,2CC	3	66,360
4	65,4 CO	4	68,35G	4	64,000
•	64,2CO	5	65,160	5	63,000
6	63,673	6	63,0C0	6	62,175
7 8	( 63,000)	7	62,833	7	61,750
9	62,4C0 54,040	8 9	61,128	8	60,600
10	52,560	10	60,000 57,876	9	60.0C0
ii	50,357	11	57,445	10 11	57,526
12	40,540	12	56,540	12	56,134
13	47,772	13	55,250	13	55,350 53,9C6
14	47,759	14	53,800	14	53,760
15	47,460	15	53,400	15	51,515
16	47,352	16	53,041	16	49,054
17	44,620	17	52,4CO	17	41,748
18	43,459	16	52,0CC		
19	37,530	19	5C + 744	AVER AGE	58,341
AUED		20	48,516		
AVER AGE	57,466	21	47,700		
		22 23	47,375 42,000		
		AVER AGE	54,4 CO		



				RANK	SALARY
STUDENT A	FFAIRS OFFICERS!	STUBENT AF	FAIRS OFFICERS:	22	43,086
DEAN OF	INTERNATION L	REGISTRA	AR .	23	39,376
ST UDENT!	5			24	36,879
				25	34,766
RANK	SALARY	RANK	SALARY	26	34,526
1	65,000	1	72,1CO	27	34,064
2	48,4CO	2	66,000		
3	48,000	3	65,7GO	AVERAGE	47,625
4	43,781	4	59,440		
5	43,080	5	56,150		
6	42,761	6	56,433		
7	42,700	7	56,200	STUDENT AFFAIR	
8	42,650	8	55,344	DIRECTOR OF	HUUS ING
9	40,416	9	55,000		
10	37,829	10	54,541		041.4504
11	34,000	11	54 s 4 C 8	RANK	SALARY
12	33,150	12	53,327	1	82,000
13	29,640	13	52,516	2	66,903
14	25,821	14	50,695	3	66,360
	43 636	15	49,680	<b>^</b>	63,600
AVERAGE	41,515	16	48,978	5 6	61,980
		17	46,957	7	57,250 57,236
		18 19	46,713	6	57,2CO
STUDENT A	FFAIRS OFFICERS:	20	46,272	9	830,00
	R OF ADMISSIONS	21	46,200	10	55,000
DIKECIUI	C OL MOUITZZIONZ	22	45,000 44,300	11	53,500
		23	44,105	12	52,692
RANK	SALARY	24	41,820	13	52,380
1	76,443	25	40,250	14	51,021
Ž	69,700	26	40,000	15	50,679
3	65,915		40,000	16	48,821
4	59,900	AVERAGE	51,928	17	48,376
5	59,850	***************************************		18	44,724
6	56,650			19	43,781
7	57,684			20	46,400
8	57,512	STUDENT AF	FAIRS OFFICERS:	21	40,000
9	56,640		OF FINANCIAL	22	39,558
10	55,200	AID	· · · · · · · · · · · · · · · · · · ·	23	39,244
11	55,164			24	39,0CO
12	54,994	RANK	SALARY	25	38,0CO
13	54,4C8	1	62,776	26	34,035
14	. 54,340	Ž	57,950		
15	53,384	3	57,849	AVERAGE	51,5e7
16	53,196	4	57,437		
17	52,549	5	54,408		
18	52,500	6	52,726		
19	52,347	7	52, 5CQ		
20	50,776	8	5C,950		
21	48,105	9	50,7t0		
22	45,868	10	50,000		
23	44,856	11	50,000		
24	44,526	12	49,800		
25	44,084	13	47,350		
26	43,666	14	47,237		
27	46,060	15	46,952		
	E4 E6	16	46,957		
AVERAGE	54, 58	17	46,800		
		18	45,555		
		19	45,0CC		
		20	44,100		
		21	44,016		



		RANK	SALARY	RANK	SALARY
STUDENT A	FFAIRS OFFICERS:	6	67,066	11	42,550
DIRECTO	R OF STUDENT	7	64,5CC	12	41,058
HE AL TH		8	61,836	13	39,781
		9	59,460	• 14	36,824
RANK	SALARY	10	58,422		
1	107,573	11	57,190	AVER AGE	51,226
2	96,800	12	57,0C0		
3	B7,0C0	13	55,925		
4	83,101	14	50,336		
5	82,450	15	47,863	OPERATIONS	OFFICERS:
6	82,056	16	47,0C0	DIRECTOR	0F
7	BC,760	17	44,316	PH YS ICAL	PLANT
0	78,5ÇO				
9	72,000	ajer age	61,676	RANK	SALARY
10	76,933			1	80,000
11	66,860			2	78,8CO
12	62,060			3	74,204
13	61,355		S OFFICERS:	4	71,030
14	60,610		NT TO THE	5	67,225
15	60,593	PRESIDE	NT	6	66,390
16	59,540			7	65,0C0
17	57,490	RANK	SALARY	8	63,5CC
16	54,672	1	75,0C0	9	63,3CO
19	53, OCO	2	68,2CO	10	62,850
20	48,648	3	64,688	11	61,968
21 22	46,647	•	63,760	12	59,250
23	42,550	5	62,000	13	58, 464
24	35,400	6	61,0C0	14	56,3CC
47	31,272	7	60,962	15	57,450
AVER AGE	66,014	8	59,760	16	56,220
AVERAGE	00,014	9	(59,640)	17	55,5C0
		10	56,5CO	18	55,4 CO
		11	56,200	19	( 55,100)
OPERATION:	OFFICERS:	12 13	53,740	20	53,340
ZININOA		14	53,135 51,756	21 22	52: 7C0 50,0C4
VICE PRI	ESIDENT	15	51,362	23	
		16	48,000	24	47,412 47,290
RANK	SALARY	17	47,050	25	46,000
1	(86,700)	18	39,323	26	45,000
2	80,300	19	36,121	20	437000
3	79,380	20	22,000	AVERAGE	59,676
4	76,205			AVERAUE	377010
5	72,923	AVER AG E	54,512		
6	68,0C0				
7	66,436				
8	64,700				
AVERAGE	74,393	OIRECTOR	OFFICERS: OF Es planning		
		<sup>7</sup> ANK	SALARY		
OPERATIONS	OFFICERS:	1	76,4C0		
LEGAL CO		2	60,000		
		3	58,0C0		
		Š	56,0C0		
RANK	SALARY	ż	55,600		
1	85, OCO	5	54,440		
Ž	75,000	ĭ	50,842		
3	( 75,000)	8	5C, 076		
4	74,0C0	9	50,040		
5	68,640	10	43,548		
	- · · <del>-</del>				



OPERATIONS OFFICERS* OIRECTOR OF PUBLIC SAFETY		PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION		PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR	
				OE VELOPMENT	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	62,200	1	80,892	1	93,960
Ž	61,000	Ž	73,500	ž	90,000
3	56,700	3	71,556	3	( 85,200)
4	53,800	, i	64,5C0	4	71,400
5	53,0C0	5	62,410	Š	66,750
6	52,850	6	59,8C0	6	67,080
7	52,0C0	7	59,430	7	66,300
8	50,5C0			8	58,4G0
9	50,000	AVERAGE	67,441		
10	48,474			AVER AGE	75,136
11	47,855				
12	47,850				
13	47,386	PUBLIC REL	ATIONS OFFICERS:		
14	47,000	OIRECTOR	OF PUBLIC	PUBLIC RELATION:	S OFFICERS:
15	46,500	RELATION	S/INFORMATION	OIRECTOR OF O	EVELOPHENT
16	45,8C0				
17	45,668	RANK	SALARY		
18 19	44,600	1	66,186	RANK	SALARY
20	43,980 43,200	2	56,365	1	77,0C0
21	43,000	3	55,8CO	2	61,662
22	42,456	4	53,5CO	3	59, 04C
23	41,022	5	52,100	4	52,0C0
24	40,874	6	51,764	5	51,500
25	37,572	7 8	51,500 51,362	6 7	49,512 47,404
26	32,4C0	9	50,950	ė	45,000
27	30,900	10	50,610	9	43,935
-,		11	49,000	10	42,060
AVERAGE	46,992	12	47,425	ii	37,500
•		13	45,056	12	37,100
		14	41,900		
		15	39,999	AVERAGE	56,369
PUBLIC REI	LATIONS UFFICERS:	16	39,36G		
	ESIDENT FOR INSTI-	17	36,000		
TUT1 DNAL	LAUVANCEMENT	18	35,464		
5.1111	044.4594	19	30,500		
RANK	SALARY				
1	124,0C0	, AVER AGE	47,620		
2 3	( 65,200) 76,000				
3	74,400				
5	72,000				
6	70,5G0		ATIONS OFFICERS:		
7	70,400		OF LEGISLATIVE		
8	65,564	RELATION	12		
9	62,500	DANK	041.457/		
10	52,020	RANK	SALARY 85,680		
		1 2	66,875		
AVER AGE	75,452	3	63,000		
		, <b>,</b>	62,400		
		3	61,000		
		6	( 54,640)		
		7	50,000		
		8	44,000		
		9	32,242		
		AVERAGE	58,321		



		RANK	SALARY		
PUBLIC RE	LATIONS OFFICERS:	7	62,600	DEANS:	
OIRECTO	R OF ALUMNI	8 9	56,300	ARCH I TE	THE
<b>SERAICE</b>	SERVICES		57,200	Andrille	FIURE
		10	56,2t6		
RANK	SALARY	11	54,750	RANK	SALARY
1	90,000	12	53, 364	1	91,610
2	79,500	13	50,7CO	ž	87,610
3	63,000	14	50,648	3	86,538
4	53,635	15	50,111	•	80,240
5	52,750 .	16	50,004	ż	75,769
6	49,273	17	47,88G	6	66,874
7	45,5G0	18	47,150	_	
8	44,704	19	46,500	AVERAGE	81,775
9	44,364	20	46,458		
10	43,500	21	43,704		
11	43,0C0	22	,704		
12	41,302	23	36,485	OE AN SE	
13	39,562			ARTS AND	SCIENCES
14	36,750	A''ER AG E	56,463		
15	35,962				
16	35,170			RANK	SALARY
17	31,500	RESEARCH D	EETCE95:	1	119,340
18	31,233		UF INSTI-	2	106,500
19	31,165		RESEARCH	3	96,300
20	30,852	1010011110	RE JEAN OF	4	92,000
21	29,364	RANK	SALARY	5	82,834
22	28,594	1	64.650	6	82,700
23	28,476	ž	58,300	7	81,850
AVERAGE	40 400	3	56, 8 CC	8	80,940
AAEKAGE	43,677	4	54,66C	9	80,000
		5	53,544	10	79,350
		6	53, 250	11	78,324
055540CH 0	SETTLES.	7	52,250	12	78,300
RESEARCH D		8	50,436	13	77,460
	5 FOR RESEARCH	9	50,307	14	75,467
AND GRAD	UATE DEAN	10	49,126	15	75,1CO
RANK	041.457	11	46,448	16	74,760
	SALARY	12	44,4CO	17	71,558
1 2	9E,5G0	13	43,0C0	18	69,000
3	90,000	14	40,500	19	68,125
4	87,000	15	39,520	20	66,276
3	80, 8 92	16	38,472	21	65,000
6	79,332 77,792	17	35,0C0		
7		18	33,5CO	AVERAGE	81,0C2
8	72,240 76,000				
•	107 4 6 0	AVER AGE	48,069		
AV ER AG E	81,970				
		DEANS			

#### DEANS: AGRICULTURE

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

C CKANIO,	LIMIN	SALAHT
	1	110,000
SALARY	2	107,1CO
100,000	3	100,000
73,299	4	99,960
71,500	5	93,3C0
69,497	6	68,078
64,800		30,70,70
63,800	AVER AGE	96,466
	73,259 71,500 69,497 64,800	SALARY 2 100,000 3 73,299 4 71,500 5 69,497 6



OEANS.	5 / 1 m All C T B 1 / 4	DEANS:	<b></b>	DEANSE	
BUSINESS/INOUSTRIAL MAMAGEMENT		EDUCATION		FINE ARTS	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	130,840	1	97,700	1	84,840
2	120,000	2	97,6C0	Ž	76,780
3	100,000	3	90,558	3	77,200
•	98,860	•	86,760	4	77,097
5	98,800	5	85,25G	5	72,4C0
6	98,300	6	81,7CO	6	70,400
7	96,600	7	81,000	7	70,344
8	94,500	U	80,625	8	70,60
9	91,091	9	79,400	9	69,504
10 11	90,000	10	78,270	10	69,120
	87,150	11	77,270	11	68,527
12 13	82,795	12	75,524	12	64,7CC
14	82,775 82,665	13	73,000	13	64,344
15	80,695	14	72,213	14	56,660
16	80,000	15	71,550	4455405	
17	80,000	16	71,350	AVERAGE	71,138
lė	76,960	17	71,240		
19	74,764	18 19	69,000		
20	73,836	20	68,364	DEAN 52	
21	73,500	21	68,100	GR ADUATE	
22	73,500	22	67,710 66,200		
23	72,716	23	64,334		
24	71,500	24	61,250	RANK	SALARY
25	66,450	24	617230	1	103,000
26	61,350	AVER AGE	76,490	2	96,8CO
	32/830		107475	3	91,920
AVER AGE	86,139			•	85,850
				5	72,8CG
		OEAN S:		6 7	68,000
		EN GINEER	TALC	8	67,0C0
DEAN SE		ENGINEER	CING	9	66,864
	ING EDUCATION			10	66,094
	2500211511	RANK	SALARY	11	64,7C0 63,673
		1	115,464	12	63,606
RANK	SALARY	2	105,150	13	64,600
1	78,6CO	3	101,500	14	62,500
2	74,018	4	100,500	15	61,392
3	72,480	•	98,985	16	59,064
4	( 72,086)	6	98,52C	17	51,140
5	71,4CG	7	98,080		3272 10
6	69,0C0	8	96,800	AVER AGE	71,0C0
7	66,575	9	96,760		
8	.8,176	10	93,100		
9	67,704	11	86,870	DEAN S:	
10	66,672	12	87,312	HE AL TH/P	HYSICAL
11	66,250	13	86,0CC	EDUC/REC	
12	65,962	14	65,0CC		
13	64,850	15	84,8CO	RANK	SALARY
14	64,690	16	83,347	1	83,4CO
15	62,4C0	17	8C,2C0	2	80,400
16	61,714	18	79,266	3	62,900
17	6C,5C0	19	77,396	4	58,240
18	56,0C0	20	73,500	5	58,0C0
19	40, > 60	21	69,960	6	50,1CO
AVERAGE	65, 8 75	AVER AGE	90,455	AVER AGE	65,507



OEANS:		DEANS:		DE AN S#	
HEALTH-RILATED PROFESSIONS		LIBRARY SCIENCE		UNIVERSITY COLLEGE/ GENERAL COLLEGE	
1	87,20C	RANK	SALARY	RANK	SALARY
ž	76,760	1 2	80,437	1	79,400
3	77,000	3	73,500	2	73,150
4	76,538	•	67,410	3	70,680
· •	66,800	5	65,983	4	68,340
6	66,200	,	51:940	5	63,440
7	65,540	AVER AGE	67,854	6	57,670
ě	32,724	AVERAGE	011674	7	51,984
AVERAGE	68,846			AVERAGE	66,381
		DEANS:			
		MUSIC			
				MEDICAL DI	EANS:
DEAN S:				DENTI511	RY
JD UR NAL		RAN	SALARY		
COMMUNIC	CATION	1	92,000		
D 44.07		Ž	68,055	RANK	SALARY
RANK	SALARY	3	85,088	1	70 • 65G
1	87,260	•	74,520	2	, YG0
2	82,050	Ġ	69,200	3	95,280
3	75,600	6	64,150	4	86,640
4	72,800	· ·	01,110	5	76,315
5	72,560	AVERAGE	78,836		
AVERAGE	78,046			AVERAGE	1 157
		DEANSI		MEDICAL DE	
<b>DEANS:</b>		SC IENCE		MEDICAL DE	
LAW				MEDICINE	•
		RANK	SALARY		
DANK	64' V	1	99,500	RANK	SA'ARY
RANK	SAL Y	2 .	86,76C	1	192,440
1 2	125,000	3	78,500	2	168,646
3	120,066	4	69,169	3	136,1CC
	116,000	5	60,763	4	114,450
4 5	108,040	6	54,372	5	109,572
5	106,8G0	•	217312	6	108,000
7	106,000	AVERAGE	74,844	7	105,000
	100,160	202	,	8	164,280
8 9	100,000			9	101,023
10	90,615			10	96,000
11	90,552	DEANS:			
12	85,536 8C,0C0	POCIAL M	ORK	AVER AGE	122,951
AYER AGE	102,394				
		RANK	SALARY		
		1	112,434		
		2	82,0C0		
		3	60,240		
		4	78,720		
		5	75,0C0		
		6	68,896		
		7	64,357		
		8	61,257		
		AVERA62	77,862		



MEDICAL DEANS: NURSING		MEDICAL DEAL PARMACY		PELICAL DEANS: VETERINARY MEDICINE	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	105,846	1	107,855	1	109,850
2	93,733	2	93,300	Ž	94,5GU
3	92,610	3	92,833	3	88,680
4	90,30	4	90,730	4	85,890
5	87,260	5	89,800	5	76,120
6	85,0C0	6	82,720		
7	81,369	7	69,462	AVER AGE	91,008
8	78,342				
9	76,100	AVER AG E	89,599		
10	68,900				
11	63,336				
12	56,989				
13	58,000				
AVER AGE	79,978				



A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS .
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty participating universities from this region are as follows:

East Texas State University Louisiana State University Louisiana Tech University New Mexico State University North Texas State University Northeast Louis ana University Oklahoma State University Stephen F. Austin State University Texas A & I University. Texas A & M University Texas Tech University University of Arkansas University of New Mexico University of New Orleans University of Oklahoma University of Southwestern Louisiana University of Texas at Arlington University of Texas at Austin University of Texas at Dallas University of Texas at El Paso



				RANK	SALARY
PRESIDENT	OF A SINGLE	ACADEMIC	OFFICERS:	6	61,0CO
UNIT IN	STITUTION	OIRECTO		7	6C, 864
****		LIBRARI	_	ě	58,840
				ÿ	58,000
RANK	SALARY	RANK	SALARY	10	55,834
•	147,0C0	1	76,0C0	11	55,539
2	142,0C0	Ž	68,496	12	53,4C0
3	166,1C1	3	66,000	13	53,4CO
4	103,000	4	65,7CO	14	52,000
5	100,000	5	65,466	15	51,500
6	97,000	6	63,252	16	51,000
7	94,150	7	63, OCC	17	49:247
8	91,745	8	61,942	18	49,145
9	89,121	9	61,241	19	49,107
10	88,0C0	10	61,0CO	20	48,480
11	85,0CO	11	60,000	21	48,474
12	83,555	12	57, OCO	22	47,910
13	62,0CC	13	56,482	23	46,620
14	75,535	14	54,150	24	45,466
15	74,335	15	52,273	25	44,6CC
16	74,335	16	49,283	26	44,460
		17	48,310	27	44,000
AVERAGE	95,8C5	18	47,7C0	28	42,600
		19	47,652	29	34,000
		20	45,1CO		
		_•	,	AVERAGE	54,846
ACADEMIC (	DFFICERS:	AVER AGE	58,499		
AC AD EM I	C VICE PRES/	2101120			
VICE CH	ANCELLOR				
				BUSINESS/FISCAL	. OFFICERS:
RANK	SALARY	ACADEMIC (		VICE PRESIDEN	IT FOR
1	(115,000)	DIRECTOR		BUSINESS	
2	98,640	AFFIRMAT	LIAE WOILDM		
3	89,750			RANK	SALARY
4	89,200	RANK	SALARY	1	96,600
5	84,000	1	54,500	2	90,612
6				£	
-	81,50C	2	47,968	3	87,0C0
7		2 3	46,0C0		87,0CO
-	81,50C	2 3 4	46,0C0 45,168	3	
7	81,50C 75,567	2 3 4 5	46,0C0 45,168 43,344	3 4	87,0C0 84,900
7 8	81,500 75,567 70:400	2 3 4 5 6	46,0C0 45,168 43,344 41,580	3 4 3	87,000 84,900 80,000 79,860
7 8 9	81,500 75,567 70,400 69,341	2 3 4 5 6 7	46,0C0 45,168 43,344 41,580 40,517	3 4 5 6	87,000 84,900 80,000 79,860 72,000
7 8 9 10	81,50C 75,567 70,40C 69,341 66,200	2 3 4 5 6 7 8	46,0C0 45,168 43,344 41,580 40,517 37,342	3 4 5 6 7	87,000 84,900 80,000 79,860 72,000 72,000
7 8 9 10	81,50C 75,567 70,40C 69,341 66,200 65,520	2 3 4 5 6 7 8 9	46,000 45,168 43,344 41,580 40,517 37,342 36,000	3 4 5 6 7 8	87,000 84,900 80,000 79,860 72,000
7 8 9 10 11	81,50C 75,567 70,40C 69,341 66,200 65,520 61,692	2 3 4 5 6 7 8 9	46,000 45,168 43,344 41,580 40,517 37,342 36,000	3 4 5 6 7 8 9	87,000 84,900 80,000 79,860 72,000 72,000 71,000
7 8 9 10 11 12	81,50C 75,567 70,40C 69,341 66,200 65,520 61,692 61,435	2 3 4 5 6 7 8 9 10	46,000 45,168 43,344 41,580 40,517 37,342 36,000 32,760	3 4 5 6 7 8 9	87,000 84,900 80,000 79,860 72,000 71,000 69,774 68,512
7 8 9 10 11 12 13 14	81,50C 75,567 70,40C 69,341 66,200 65,520 61,692 61,435 60,154	2 3 4 5 6 7 8 9 10 11	46,000 45,168 43,344 41,580 40,517 37,342 36,000 34,000 32,760 28,931	3 4 5 6 7 8 9 10	87,000 84,900 80,000 79,860 72,000 71,000 69,774 68,512 68,500
7 8 9 10 11 12 13	81,50C 75,567 70,40C 69,341 66,200 65,520 61,692 61,435 60,154	2 3 4 5 6 7 8 9 10	46,000 45,168 43,344 41,580 40,517 37,342 36,000 32,760	3 4 5 6 7 8 9 10 11	87,000 84,900 80,000 79,860 72,000 71,000 69,774 68,512 68,500 67,657
7 8 9 10 11 12 13 14	81,50C 75,567 70:4CC 69,341 66,2C0 65,520 61,692 61,435 60,154 60,0C0	2 3 4 5 6 7 8 9 10 11 12 13	46,0C0 45,168 43,344 41,580 40,517 37,342 36,0GU 34,0GO 32,760 28,931 28,0CO	3 4 5 6 7 8 9 10 11 12	87,000 84,900 80,000 79,860 72,000 71,000 69,774 68,512 68,500 67,657
7 8 9 10 11 12 13 14	81,50C 75,567 70:4CC 69,341 66,2C0 65,520 61,692 61,435 60,154 60,0C0	2 3 4 5 6 7 8 9 10 11	46,000 45,168 43,344 41,580 40,517 37,342 36,000 34,000 32,760 28,931	3 4 5 6 7 8 9 10 11 12 13	87,000 84,900 80,000 79,860 72,000 71,000 69,774 68,512 68,500 67,657 65,700
7 8 9 10 11 12 13 14 15	81,50C 75,567 70:4CC 69,341 66,2C0 65,520 61,692 61,692 61,435 60,154 60,0C0	2 3 4 5 6 7 8 9 10 11 12 13	46,0C0 45,168 43,344 41,580 40,517 37,342 36,0GU 34,0GO 32,760 28,931 28,0CO	3 4 5 6 7 8 9 10 11 12 13 14	87,000 84,900 80,000 79,860 72,000 71,000 69,774 68,512 68,500 67,657
7 8 9 10 11 12 13 14 15 ACADEMIC (	81,50C 75,567 70:4CC 69,341 66,2C0 65,520 61,692 61,692 61,435 60,154 60,0C0	2 3 4 5 6 7 8 9 10 11 12 13	46,0C0 45,168 43,344 41,580 40,517 37,342 36,0GU 34,0GO 32,760 28,931 28,0CO	3 4 5 6 7 8 9 10 11 12 13 14 15	87,000 84,900 80,000 79,860 72,000 71,000 69,774 68,512 68,500 67,657 65,700 65,520
7 8 9 10 11 12 13 14 15	81,50C 75,567 70:4CC 69,341 66,2C0 65,520 61,692 61,692 61,435 60,154 60,0C0	2 3 4 5 6 7 8 9 10 11 12 13	46,000 45,168 43,344 41,580 40,517 37,342 36,050 34,000 32,760 28,931 28,000	3 4 5 6 7 8 9 10 11 12 13 14 15 16	87,000 84,900 80,000 79,860 72,000 71,000 69,712 68,500 67,657 65,700 65,520 64,050 61,820
7 8 9 10 11 12 13 14 15 ACADEMIC (	81,50C 75,567 70:4CC 69,341 66,2C0 65,520 61,692 61,692 61,435 60,154 60,0C0	2 3 4 5 6 7 8 9 10 11 12 13 AVERAGE	46,0C0 45,168 43,344 41,580 40,517 37,342 36,0GU 34,0GO 32,760 28,931 28,0CO 39,7G1	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	87,000 84,900 80,000 79,860 72,000 71,000 69,774 68,500 67,657 65,700 65,520 64,050 61,820 61,000
7 8 9 10 11 12 13 14 15 ACADEMIC ( PROVOST	81,50C 75,567 70:4CC 69,341 66,2C0 65,520 61,692 61,692 61,435 60,154 60,0C0	2 3 4 5 6 7 8 9 10 11 12 13 AVERAGE	46,0C0 45,168 43,344 41,580 40,517 37,342 36,0GU 34,0GO 32,760 28,931 28,0CO 39,7G1	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	87,000 84,900 80,000 79,860 72,000 71,000 69,774 68,500 67,657 65,700 65,520 64,050 61,820 61,000
7 8 9 10 11 12 13 14 15 AMERAGE  ACADEMIC ( PROVOST	81,50C 75,567 70:4CC 69,341 66,2C0 65,520 61,692 61,692 61,435 60,154 60,0C0 76,596	2 3 4 5 6 7 8 9 10 11 12 13 AVERAGE	46,0C0 45,168 43,344 41,580 40,517 37,342 36,0GU 34,0GO 32,760 28,931 28,0CO 39,7G1	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	87,000 84,900 80,000 79,860 72,000 71,000 69,774 68,512 68,500 67,657 65,700 65,520 64,050 61,820 61,000
7 8 9 10 11 12 13 14 15 AMERAGE ACADEMIC ( PROVOST	81,50C 75,567 70:9CC 69,341 66,2C0 69,32C 61,692 61,692 61,435 60,154 60,0C0 76,596 DFFICERS:	2 3 4 5 6 7 8 9 10 11 12 13 AVERAGE	46,0C0 45,168 43,344 41,580 40,517 37,342 36,0GU 34,0GO 32,760 28,931 28,0CO 39,7G1	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	87,000 84,900 80,000 79,860 72,000 71,000 69,774 68,512 68,500 67,657 65,700 65,520 64,050 61,820 61,000
7 8 9 10 11 12 13 14 15 AMERAGE  ACADEMIC ( PROVOST)  RANK 1 2	81,50C 75,567 70,9CC 69,341 66,2C0 65,520 61,692 61,435 60,154 60,0C0 76,596 DFFICERS:	2 3 4 5 6 7 8 9 10 11 12 13 AVERAGE  ACADEMIT OF THE COMMENT OF TH	46,0C0 45,168 43,344 41,580 40,517 37,342 36,0GU 34,0GO 32,760 28,931 28,0CO 39,7G1	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	87,000 84,900 80,000 79,860 72,000 71,000 69,774 68,512 68,500 67,657 65,700 65,520 64,050 61,820 61,000
7 8 9 10 11 12 13 14 15 AMERAGE ACADEMIC ( PROVOST	81,50C 75,567 70,4CC 69,341 66,2C0 65,520 61,692 61,435 60,154 60,0C0 76,596 SALARY 125,500 (115,000) 85,5C0	2 3 4 5 6 7 8 9 10 11 12 13 AVERAGE  ACADEMI** COURTECTOR SERVICES	46,0C0 45,168 43,344 41,580 40,517 37,342 36,050 34,000 32,760 28,931 28,0C0 39,7G1 OFFICERS: UF CUMPLTING	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	87,000 84,900 80,000 79,860 72,000 71,000 69,774 68,512 68,500 67,657 65,700 65,520 64,050 61,820 61,060
7 8 9 10 11 12 13 14 15 ACADEMIC ( PROVOST)	81,50C 75,567 70;4CC 69,341 66,2C0 65,520 61,692 61,435 60,154 60,0C0 76,596 SALARY 125,500 (115,000) 85,5C0 84,048	2 3 4 5 6 7 8 9 10 11 12 13 AVERAGE  ACADEMIT C DIRECTOR SERVICES  RANK 1	46,0C0 45,168 43,344 41,560 40,517 37,342 36,050 34,000 32,760 28,931 28,0C0 39,7G1 OFFICERS: UF CUMPLTING SALARY 90,000 67,6C2	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	87,000 84,900 80,000 79,860 72,000 71,000 69,774 68,512 68,500 67,657 65,700 65,520 64,050 61,820 61,060
7 8 9 10 11 12 13 14 15 ACADENIC ( PROVOST)	81,50C 75,567 70,4CC 69,341 66,2C0 65,520 61,692 61,435 60,154 60,0C0 76,596 SALARY 125,500 (115,000) 85,5C0	2 3 4 5 6 7 8 9 10 11 12 13 AVERAGE ACADEMI~ ( DI RECTOR SERVICES RANK 1 2 3	46,0C0 45,168 43,344 41,560 40,517 37,342 36,050 34,000 32,760 28,931 28,0C0 39,7G1 OFFICERS: UF CUMPLTING SALARY 90,000 67,6C2 71,075	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	87,000 84,900 80,000 79,860 72,000 71,000 69,774 68,512 68,500 67,657 65,700 65,520 64,050 61,820 61,060
7 8 9 10 11 12 13 14 15 ACADEMIC ( PROVOST)	81,50C 75,567 70;4CC 69,341 66,2C0 65,520 61,692 61,435 60,154 60,0C0 76,596 SALARY 125,500 (115,000) 85,5C0 84,048	2 3 4 5 6 7 8 9 10 11 12 13 AVERAGE ACADEMI^ C DI RECTOR SERVICES RANK 1 2	46,0C0 45,168 43,344 41,560 40,517 37,342 36,050 34,000 32,760 28,931 28,0C0 39,7G1 OFFICERS: UF CUMPLTING SALARY 90,000 67,6C2	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	87,000 84,900 80,000 79,860 72,000 71,000 69,774 68,512 68,500 67,657 65,700 65,520 64,050 61,820 61,060



# TABLE II (Continued) - DALLAS REGION-

		RANK	SALARY		
BUS1 NE SS/	FISCAL OFFICERS:	8	45,011	BUSINESS/"ISCA	L OFFICERS:
CONTROL	LER	9	42,144	BUOGET _FFIC	_
		10	38,518	200000	
RANK	SALARY	AVER AGE	49,145	RANK	SALARY
1	7G, 0C0			1	65,000
2	67,968			ž	58,300
3	65,0C0			3	55,140
4	64,0C0		FISCAL OFFICERS:	4	54,0C0
•	58,0G0	DIRECTO	R OF PURCHASING	5	53,0C0
6	52,937			6	49,476
7	51, ICG			7	( 43,538)
8	51,045	RANK	SALARY	8	43,275
9	50,004	1	63,000	9	42,900
10	46,000	2	56,150	10	( ^2,0C0)
11	47,315	3	56,000	11	<0.00 CO
12	46,100	4	48,000	12	30,745
13	44,0C0	5	43,460	13	29,870
14	42,793	6 7	43,272		
15	40,1C0		41,000	AVERAGE	46,711
16	38,160	8 9	40,5CO		
17	35,875	10	37,805 37,714		
AVER AGE	41 91/	11	36,606	BUSINESS/FISCA	
AACK WOE	51,314	12	36,050	OIRECTOR UF	PAYRCLL
		13	36,050 36,000		
		14	35,700		
BUCT ME CC /	Elecal pertagne.	15	34,019	RANK	SALARY
	FISCAL OFFICERS:	16	31,340	1	47,256
IKEASUK	ER UR BURSAR	17	28,000	2	( 42,000)
		16	25,678	3	39,0C0
RANK	SALARY		277010	4	36,960
1	44,8C0	AVERAGE	40,569	5	33,432
Ž	( 43,538)			6	31,606
3	42,144			7	31,173
4	41,388	000705664	******	8 9	30,000
Ś	40,600	= =	ISCAL OFFICERS:	10	29,146
6	39,6GO	INTERNAL	AUDITOR	11	26,932 27,6 <b>2</b> 8
7	39,0C0			12	23,500
8	37,380	RANK	SALARY	13	23,5CO ·
9	35,304	1	53,2CO	14	23,400
10	30, DC0	ŧ	50,000	15	21,264
11	28,837	•	49,145		22/201
12	24,264	i	41,500	AVERAGE	31,253
13	21,888	5	41,0CO		
		6	40,000		
AVERAGE	36,053	7	40, 0C0		
		8	39,595		
		ğ	39,3CC		
		10	37,633		
	FISCAL OFFICERS:	11	35,651		
BO21 MF2	F MANAGER	12	32,278		
		13	30,766		
RANK	CALADY	14	30,500		
	SALARY	15	26,450		
1 2	70,000 54,134	16	26,000		
3	56,136 50,831	17	25,752		
4	50,5^1 48,141				
5	48,0C0	AVER AGE	37,577		
6	46,760				
7	46,201				
•	10) E VI				



		RANK	SALARY		
BUSINESS/I	FISCAL OFFICERS:	5	47,301	STUDENT AFFAIR	S OFFICERS:
DIPECTO	R OF PERSONNEL	6	46,656	REGISTPAR	
		7	44,720		
		8	44,038		
RANK	SALARY	9	44,000	RANK	SALARY
1	56,000	10	43,5CG	1	57,032
2	53,000	11	39,812	2	( 54,456)
3	53,000	12	38,860	3	53,55C
4	50,0C0	13	37,492	4	49,500
5	49,157	14	23,196	5	46,654
6	48,605			6	( 47,260)
7	48,0CC	AVER AGE	45,284	7	45,216
8	46,5C0			8	43,943
9	46,000			9	42,197
10	45,264			10	41,268
11	42,230	STUDENT AF	FAIRS OFFICERS:	11	40,000
12	42,000	OEAN OF	INTERNATIONAL	12	34,965
13	41,796	STUDENTS		13	39,600
16	41,723			14	39,2CB
15	41,000	RANK	SALARY	15	39,2C0
16	40,266	1	67,318	16	38,110
17	39,325	2	49,000	17	( 37, 755)
18	36,561	3	43,895	10	32,5C0
19	34,657	4	41,3C0	19	31,200
AUE B ACE	44 0.03	5	40,000		
AVERAGE	44,997	6	39,666	AVER AGE	43,184
		7	35,0C0		
\$7405H7 44	Oct 16:054	8	31,066		
	FFAIRS OFFICERS*	9	30,545	STUDENT AFFAIR	S UFFICERS:
	ESIDENT FOR	10	24,860	DIRECTOR OF	FINANCIAL
STUDEAT	ALLAIK2	4455 465		AID	
RANK	SALARY	AVER AGE	40,258		
	83,2C0			RANK	SALARY
1 2	80,000			1	51,912
3	77,268			Ž	49,500
4	( 75,0CO)	STUDENT AS	FAIRS FAFICERS:	3	46,2Cl
5	72,564			4	44,200
6	71,500	DIKECIUK	OF ADMISSIONS	5	42,660
7	7C,0C0			6	42,025
Ė	67,030	RANK	SALARY	7	40,200
9	66,587	1	62,5C0	8	40,000
10	63,616	2	56,123	9	39,905
11	60,900	3	( 54,456)	10	39,656
12	6C, 32C	,	54,200	11	34,200
13	60,200	Ġ	( 47,260)	12	34,000
14	60,000	6	46,107	13	32,754
15	59,582	7	45,775	14	32,6CC
16	59,568	8	44,892	15	32,362
		9	44,140	16	31,500
AVERAGE	67,955	10	44,0G0	17	31,120
		ii	43,567	18	31,000
		12	42,925	19	29,364
STUDENT AF	FAIPS OFFICERS:	13	( 37,755)	****	20.522
DE AN OF	STUDENT	14	37,600	AVER AGE	38,537
AFFAIRS		15	34,567		
		16	33,000		
RANK	SALARY	27	31,860		
1	64,075	18	31,200		
2	55,360	19	30,000		
3	55,QCO	<del>.</del> .			
4	49,5C0	AVERAGE	43,316		



		RANK	SALARY		
STUDENT A	FFAIRS OFFICERS:	4	70,0:3	UPERATIONS	OFFICERS:
DIKECTO	P OF HOUSING	5	69,774	OIRECTOR	
		6	66,200	PHYSICAL	PLANT
RANK	SALARY	AVERAGE	71,750	RANK	SALARY
1	62,5CO			1	74 r 1 t C
2	50,520			2	£1,0C0
3	50,000			3	60,744
<b>4</b> 5	49,224	OPERATIONS	S OFFICERS:	4	60,000
6	47,700	LEGAL CO	JUNSEL	5	(56,610)
7	46,0GU 43,744			6 7	55,0C0
å	42,100			8	53,579
9	39,157	RANK	SALARY	9	52,003
10	37,224	Ţ.	75,956	10	50,625 50,133
ii	35,010	2	68,165	11	50,0CO
12	32,6CB	3	59,864	12	46,889
13	30,653	4	57,348	13	46,500
14	29,279	5	56,5CO	14	45,825
15	24,0C0	6 7	52,000	15	43,130
16	27:810	•	44,960	16	38,700
17	26,280	AVER AGE	b0.262	17	38,007
16	26,000	AVERAGE	59,253		
AV ER AG E	39,169			AVERAGE	52,166
		OPERATIONS	OFFICERS		
STUDENT A	FFAIRS OFFICERS:	ASSISTANT TO THE		OPERATIONS OFFICERS:	
	R OF STUDENT	PRES IOEN	17	DIRFCTOR	
HEALTH				PUBLIC SA	AFETY
		RANK	SALARY	DANK	044.451/
RANK	SALARY	1	56,563	RANK	SALARY
1	<b>83,50</b> 0	2	55,7CC	1 2	50,000
2	74,818	3	55,500	3	47,744
3	69,000	<u>*</u>	55,105	4	43,2C0 42,425
4	68,600	5	54,000	5	41,767
5	67,224	6	49,901	6	41,0C0
6	67,0C0	7 8	49,747	7	40,000
7	64,104	÷	45,961	8	38,636
8	63,900	10	44,498	9	38,0CO
9	61,871	11	44,000 43,000	10	37,840
10 11	61,663	12	35,4CC	11	37,648
12	59,5C0 57,2C0		337466	12	35,700
13	51,126	AV ER AG E	49,115	13	32,983
14	48,000			14	31,4;2
15	33,5CO			15	27,181
16	28,932			16	20,500
17	26,784	00E0 47 TOUE	0	AVER AGE	37,884
			OFFICERS:	~~~~~	377004
AVERAGE	58,039	OI KECTÜR Faciliti	ES PLANNING		
		R#NK	SALARY		
	S OFFICERS!	1	( 56,610)		
ADMINIS		2	51,996		
VICE PRI	F2IDENT	<b>š</b>	50,8CO		
RANK	041.409	•	44,100		
HANK 1	SALARY	5	39,0C0		
2	84,000 ( 75,000)	6	34,207		
3	71,459	AVER AGE	46,.19		
-	141777	AVERAGE	701117		



VICE PR	LATIONS OFFICERS: ESIDENT FOR INSTI- L ADVANCEMENT		LATIONS OFFICERS: K OF DEVELUPMENT	•	OFFICERS: R OF I.STI- L RESEARCE
10110111				IUIIUMA	L REJEARCP
RANK	SALARY	HANK	SALARY	RANK	SALARY
1	70,560	1	76,0C0	1	56,400
2	69,774	2	59,616	Ž	49,900
3	69,000	3	58,023	3	48,792
4	65,0C0	4	55,0C0	4	48,5CC
5	60,000	5	48,738	5	48,199
6	<b>うりょうそも</b>	6	42,350	6	45,6C
7	45,500	7	38,0CO	7	45,0C
		8	24,960	8	45,000
AVLRAGE	63,343			9	42,900
		AVFAAGE	49,566	10	40,70
				11.	39,917
	ATTONS DESTREADS			12	35,000
	LATIONS OFFICERS:	PHILL TO DE	ATIONS OFFICERS:	13	29,484
	R OF PUBLIC		OF ALUMNI		
KETA 1 101	NS/INFORMATION	SERVICES		AVER AG E	44,261
RANK	SALARY	PEKATCE:	•		
		RANK	SALARY		
ì	57,5C0 55,2C0	1	56,497		
2 3		2	50,880	OEANS:	
_	49,920	3	5C, OCC	AG RI CUL	THRE
4	48,360	•	46,200	201100	
6	48,060	5	43,792		
7	45,040	6	42,425	RANK	SALARY
8	43,863 43,00C	ĭ	42,041	1	93,000
9		ė	41,033	Ž	82,000
=	42,5C0	ğ	39, OCC	3	80,53
10	41,780	10	35,0C0	ž	71,879
11	40,368	11	33,600	5	68,291
12	38,014	12	31,000	6	60,000
13 14	32,800	13	29,303	7	51,66
7.4	32,100	13	247303	8	41,748
AVERAGE	44,176	AVERAGE	41,558	•	727 7 7
AVERAGE	44)170	*******	427,730	AVER AGE	68,640
PUBLIC REI	LATIONS OFFICERS:	RESEARCH (	OFFICERS:		
	ESIDENT FOR	OIRECTOR	OF RESEARCH	DEANS:	
DEVELOP	MENT	(CONTRAC	TS & GRANTS)	AR CHITEC	TURE
MANK	SALARY	RANK	SALARY		
1	66,500	1	85,860	RANK	SALARY
2	79,800	2	63,140	1	95, OCC
3	70,560	3	62,000	2	73,000
4	( 66,0G7)	4	56,500	3	72,000
5	61,267	5	56,412	4	69,531
		6	55,2G0	5	68,800
AV ER AG E	72,827	7	54,0CC	6	68,0C0
		B	49,728	7	66,113
		9	47,500	8	62,1C0
		10	45,0C0		
		11	42,780	AVER AGE	740818
		12	42,547		,
		13	37,286		
		14	36.225		
		15	35,315		
		AVERAGE	51,3GO		



		RANK	SALARY		
DEANS:		7	52,693	054454	
	D SCIENCES	8	41,640	DEANSI	•
		9	38,384	GR AD UA T	E
		•	30,304		
RANK	SALARY	AVER AGE	57,080	RANK	SALARY
1	88,000			1	94,000
2	85,000			ž	67,000
3	85,000			3	78,140
4	84,586	OEAN ST		4	75,000
5	75,642	EOUCATI	DN	ģ	74,983
6	71,000			6	71,086
7	66,251			7	70,900
8	66,996	RANK	SALARY	8	69,690
9	61,408	1	96,0C0	9	69,000
10	60,719	2	83,500	10	60,121
11	60,121	3	77,252	11	56,707
12	58,560	4	70,257	12	53,164
13	50,633	5	7C,2C0	13	51,000
		6	70,0CO	14	48,6CD
AVER AGE	76,454	7	69,9CC		
		8	68,675	AVER AGE	68,528
		9	<b>65,856</b>		
DEAN 5:		10	61,950		
	S/INDUSTRIAL	11	c6,719		
MANAGEM		12	60,708	DEAMER	
HANAGER	EN.	13	60,121	OEANS:	
RANK	SALARY	14	60,0C0	LAW	
1	126,000	15	56,000		
ž	113,000	16	56,0C0	RANK	SALARY
3	88,000	17	53,772	1	135,069
4	85,198	18	53,000	2	107,960
Š	85,000			3	81,500
6	80,000	AVERAGE	66,328	4	76,875
ž	74,000			5	73,725
ä	76,200			,	137167
9	,5,0CO			AVERAGE	95,012
10	71,646	DEAN ST		AVERAGE	477016
11	70,200	ENGINEEI	RING		
12	68,745				
13	68,291			DEANS!	
14	63,65G	RANK	SALARY	LIBERAL	ARTS
15	60,719	1	140,004		
16	60,268	2	135,00C		
17	60,121	3	108,500	RANK	SALARY
18	58,000	•	98,019	1	114,000
19	56,500	5	90,000	2	96,0CO
		6	88,000	3	78,000
AVER AGE	75,767	7	85,000	4	62,000
		8	8C • 196	5	60,065
		9	74,951	6	59,161
054454		10	76,971		
DEANS:		11	76,500	AV ER AG E	78,2Cb
CONTINU	ING EDUCATION	12	76,776		
		13	70,350		
RANK	SALARY	14	65,0CO		
		15	62,0C0		
1 2	7C,0G0	16	61,009		
3	67,156	AVER AGE	84 763		
4	66,250 6C,720	AAEK AGE	86,767		
5	60,121				
6	56,753				
•	JUF 1 J3				



SCIENCE SCIENCE		DEANS: Univerbily college/ General college		MEDICAL DEAMS: NURSING	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	107,000	1	96,000	1	90,000
2	105,000	2	65,260	2	71,0CC
3	88,000	3	60,000	ā	68,377
4	86,000		59,500	Ă	( 63,546)
5	72,000	·	56,375	Š	61,000
6	76,060	•	307313	6	52,305
7	63,600	AVER AGE	67,415	· ·	727363
8	57,185		0.,,12,	AVER AGE	67,/05
9	52,000			AVER AGE	01,103
AVERAGE	77,198				



#### TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES

L: EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The fourteen participating universities from this region are as follows:

Colorado School of Mines
Colorado State University
Montana State University
North Dakota State University
South Dakota School of Mines and Technology
South Dakota State University
University of Colorado at Boulder
University of Colorado at Denver
University of Montana
University of North Dakota
University of Northern Colorado
University of South Dakota
University of Utah
Utah State University



		RANK	SALARY		
PRESILENT	OF A SINGLE	9	48,0C0	BUSINESS/F	ISCAL OFFICERS:
UNIT INSTITUTION		10	46,772		SIDENT FOR
0		11	45, 478	BUSINESS	
		12	45,0C0	01.31 NE33	•
RANK	SALARY	13	43,085	RANK	SALARY
		14	36,983		
1	111,350	17	36,463	1	76,326
2	110,300	******	52 423	2	73,900
3	103,640	AVE AGE	53,671	3	70,800
•	99,557			4	69,QCO
•	99,200			5	68,000
6	89,8 <b>04</b>			6	66,5CO
7	85,825			7	65,5GO
8	78,156	ACADEMIC C		8	53,288
9	78,156	OIRECTOR		9	52,0C0
10	74,0C0	AFFIRHAT	TIVE ACTION	10	44,265
11	73,250				,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
12	73,300	RANK	SALARY	AVER AG E	63,958
13	72,0C0	1	51,895	ATENNOL	037730
14	67,737	2	44,700		
74	017131	3	4G . O CO		
4450465	0. 01.	4	35,4C0		
AVER AGE	86,916	5	35,400	BILL THE CC IE	ISCAL OFFICERS:
		6	35,2GO		
		7		CONTROLL	.UR
		-	34,700		
		8	33,620		
ACADÉMIC (	OFFICERS:	9	32,651	RANK	^ ARY
AC AU EMI	C VICE PRES/	10	31,500	1	60,750
VICE CH	ANCELLUR	11	30,6CO	2	60,000
-		12	24,039	3	54,228
RANK	SALARY			4	53,200
1	94,0GG	AVER AG E	35,809	5	51,555
2	92,460			6	51,500
3	90,525			ž	42,5C0
4	89,455			8	40,460
-				ğ	38,520
5	76,0C0	ACADEMIC C	)FFICERS:	10	37,270
6	73,950	OI RE CTOR	COMPLTING	11	36,120
7	72,600	SERV ICES	5	<del>-</del> -	
8	71,666			12	31,131
9	66,000	RANK	SALARY		4
10	65,000	1	71,694	AVERAGE	46,435
11	63,400	Ž	70,0C0		
12	( 63,354)	3	63,260		
13	60,800	4	61,5CO		
		5		DUETNE FF 46	ISCAL UFFICERS:
AV ER AG E	506 ور ۲		57,400		
		6	53,138	OIKECIOK	OF PURCHASING
		7	51,4C0		
		8	51,072		
		9	50,040	RANK	SALARY
		20	49,400	1	51,060
ACAO EM IC	OFFICERS >	11	47,0C0	2	48,5CO
DIRECTO	R OF	12	45,742	3	46,900
LIBRARI	ES	13	45,259	4	41,6C0
		14	44,616	5	38,791
RANK	SALARY	15	42,661	6	36,400
1	73,8GO	16	38,507	7	37,5GO
	71,4CO	17	38,030	8	34,469
,		<b>4</b> f	30,030		
2					
3	62,825	AULDACE	61.406	9	31,550
3 4	62,825 62,100	AVERAGE	51,806	10	26,000
3 4 5	62,825 62,100 56,700	AV ER AG E	51,806	10 11	26,000 25,675
3 4 5 6	62,825 62,100 56,7C0 56,370	AV ER AG E	51,806	10	26,000
3 4 5	62,825 62,100 56,700	AV ER AG E	51,806	10 11	26,000 25,675



BUSINESS/FISCAL OFFICERS: Internal auditor		BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL		STUDENT AFFAIRS OFFICERS: DIRECTOR OF AGMISSIONS	
R 4NK	SALARY	RANK	SALARY	RANK	SALARY
1	44,000	1	57,000	1	57,500
2	43,500	2	55,500	2	51,800
3	38,950	3	55,180	3	46,176
•	30,390	4	51,6CO	4	43,767
5	30,000	5	( 51,200)	5	39,966
6	28,501	6	51,200	6	39,900
7	26,832	7	( 46,384)	7	39,225
8	20,818	8	46,000	8	( 38,700)
		9	( 37,950)	9	36,696
AVERAGE	32,874	10	36,000	10	35,945
		11	35,1CO	11	32,3e0
		12	33,367	12	28,952
		13	30,160	13	25,920
BUSINESS/	FISCAL OFFICERS:	14	27,847		20. 7. /
	OFFICEP	AVERAGE	43,894	AVERAGE	39,764
RANK	SALARY				
1	66,000			STUDENT AFFAIR	S OFFICERS:
2	62,700	STUDENT A	FFAIRS OFFICERS:	REGISTRAR	
3	61,8CO	VICE PRI	ESIDENT FCR		
4	53,8G0	STUDENT	AFFAIRS		
5	52,190			RANK	SALARY
6	( 51,200)	RANK	SALARY	1	48,023
7	51,20G	1	77,910	2	48,0C0
8	47,500	2	76,760	3	45,550
9	41,6Ç0	3	( 62,550)	4	44,460
10	37,950	4	62,460	5	44,583
11	36,000	5	62,250	6	44,348
12	18,948	6	60,600	7	42,624
44 <b>5</b> 0 455		7	60,000	8	41,3CO
AVERAGE	46,407	8	56,500	9	36,767
		9	39,175	10	38,556
				11	33,500
		AVER AGE	62,009	12	32,350
BU2 I NE 55/	FISCAL OFFICERS:			13	31,663
DIRECTO	R OF PAYRELL			14	27,367
RANK	SALARY		FAIRS OFFICERS:	AVERAGE	40,112
1	51,060	DEAN OF	2 I ONEW!		
2	( 46,384)	AF FAIRS			
3	40,500	RANK	SALARY		
4	39,040		59,000		
•	( 37,950)	1 2	57,000		
6	27,648	3	51,000		
7	25,850	4	47,648		
ŧ	24,5CO	5	46,836		
		6	45,000		
AVERAGE	36,619	ž	42,220		
		•			

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

AVERAGE 49,815



				RANK	SALARY
STUDENT AFFAIRS OFFICERS:		OPERATIONS OFFICERS:		9	42,050
OIRECTO	R UF FINANCIAL	ZININDA		10	39,600
OIA		VICE PR	ESIDENT	11	33,599
RANK	SALARY	RANK	SALARY	AVER AGE	50,902
1	62,000	1	83,37u		70,,02
Ž	51,5CC	Ž	73,185		
3	39,760	3	63,500		
4	39,072	Ĭ,	326,03	0050 477004	05/1/5054
5	( 36,7CD)	5	56, 5 CO		OFFICERS:
6	36,770	6	50, DC0	DIRECTOR PUBLIC :	-
7	36,470			PUBLIC	PAPETT
8	36,000	AVER AGE	64,526	RANK	SALARY
9	32,000			I	53,540
10	30,000			Ž	46,388
11	26,573			3	42,436
12	26,0CO	OPER AT IONS	OFFICERS:	•	27,5C0
	_		IT TO THE	5	25,036
AVER AGE	38,065	PRESIDEN	· · · · · · · ·	-	
			•	AVER AGE	36,972
		RANK	SALARY		
		1	64,1CO		
STUDENT A	FFAIRS OFFICERS:	2	39,135		
	R OF HOUSING	3	38,900	DUDI TO DEL ATTONS	01E1C605+
		4	33,260	PUBLIC RELATIONS OIRECT: 2 OF PU	
		5	31,700	RELATIONS/INFO	
RANK	SALARY	6	19,000	KELATIONS/INFO	KUNITON
1	69,035			RANK	SALARY
2	52,500	AVERAGE	37,673	1	54, UCD
3	46,523			ž	52,138
4	45,870			3	51,653
5	45,860			•	47,300
6	41,500	OPERATIONS	OFFICERS:	5	46,800
7	35,750	DIRECTOR	OF	6	45,5CC
8	34,318	FACILITI	ES PLANNING	7	( 31,029)
9	33,538			8	28,010
10 11	33,5CC	RANK	SALARY	9	25,017
12	32,760 32,0G3	1	61,000	10	24,982
13	18,931	2	50,508		
13	107731	3	50,500	AVERAGE	40,643
AVERAGE	40,161	•	43,300		
~~~~~	10,202	5	32,6C0		
		AVERAGE	47.582		
			,,,,,	PUBLIC RELATIONS	
STUDENT A	FAIRS OFFICERS:			OTRECTOR UP DE	VE LOP MENT
OIRECTOR	R OF STUDENT				
HEALIH (	ENTER			RANK	SALARY
		OPERATIONS	OFFICERS:	1	61,/16
RANK	SALARY	OIRECTOR		ž	60,000
Ī	83,759	PHYS ICAL	PLANT	3	55,0C0
2	77,651			,	50,0CC
3	74,672	RANK	SALARY	5	46,050
4	61,578	1 2	69,015	6	39,431
5	59,049	2	61,350	7	32,00C
6	57,700	3	61,000	•	
7	54,810	•	55,5C0	AVERAGE	49,171
8 9	39,945	<b>5</b>	55,091		
7	31,744	6 7	49,5C0		
AVERAGE	60,106	8	46,8C0 46,468		
~		•	10,100		



PUULIC RE	LATIONS OFFICERS:	OE ANS:		JEAN SI	
	R OF ALUMNI	AGRICULTURE		ED UC AT ION	
SERVICE	5	A082000		600(411)	JM
RANK	SALARY	RANK	SALARY	RANK	SAL
1	52,193	1	74,8C0	1	74 S
2	39,300	ž	73,200	2	• •
3	34 - 268	3	220,00		75, . 1
Ĭ,	33,570	į	61,160	3	75,000
5	32,619	Š	59,500	•	65,027
ง	32,610	•	347360	5	64,400
7	24,720	AVERAGE	67,052	6	59,500
•	247120	AVERAGE	611032	<b>!</b>	57,500
AVERAGE	35,611			8	56,100
ATERAGE	337011	DEANS:		9	56,0C0
			V 7CIENCE?	10	51,200
PUBLIC RE	LATIONS OFFICERS:	AKIJ AF	JUTENCES	11	50,000
	R OF COOPERATIVE				
EXTERSI		DANK	CALADY	AVER AGE	62,711
EX 15 12 1	UN	RANK	SALARY		
RANK	SALARY	1	94,5C0		
	74,900	2	75,260	OEAN S:	
1		3	61.723	ENGINEE	RING
2	73,600	•	59,5C9		
-	61,5/	5	57,850		
4	53,770	6	55,200	RANK	SALARY
5	30,000			1	100.000
6	27,351	AVER AGE	68,164	ž	94,3CO
				3	75,8C0
AVERAGE	*~•521	DE ANS:		į	74,398
			4546457m 544	Š	( 72,306)
			/INOUSTRIAL	6	71,031
RESEARCH OF ICERS:		MANAGEME	N I	7	05,600
	R OF RESEARCH	54407		<u>-</u>	
(CONTRA	CIS E GRANTS)	RANK	SALARY	9	63,669
		1	94,500	-	61,440
FLANK	SALARY	2	87, <sup>-</sup> 73	10	61,010
1	61,752	3	56,1CO		24 .44
2	53,900	4	67,6CC	aver age	74,455
3	53,125	5	65,0CC		
4	52,653	6	64,209	054450	
j	52,200	7	59,968	OFANS:	
6	51,800	8	59,500	GR ADUAT E	
7	45,642	9	57,0CO		
8	34,560	10	51,200		
ğ	34,30C			RANK	SALARY
•	347366	AVERAGE	69,2 <b>t</b> 7	1	75,889
AVER AGE	48,879			2	73,517
ATENAUL	407017			3	70,300
		DEANS:		4	62,000
RESEARCH (	DFFICERS:		NG EOUCATION	5	6C: 0C0
	R DE INSTI-	CONTINGI	NO LOCKITUN	6	59,000
	L RESEARCH			7	58,834
10110Np	. KEJEAKUN	DANK	CALADY	8	58,300
RANK	SALARY	RANK	SALARY	9	55,410
1	52,200	1 2	70,036 57,300	10	53,800
			57,300	11	52,260
2 3	49,500	3	53,000		/
	46,400	4	50,045	AVER AGE	61 2 7 50
4	45,000	5	46,260		020100
5	40,688	6	45,700		
6	32,815	7	43,687		
7	23,228	8	42,678		
AVERAGE	41,690	AV ER AG E	51,028		



#### TABLE Il (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANS AS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The twelve participating universities from this region are as follows:

Towa State University of Science and Technology
Kansas State University
University of Iowa
University of Kansas at Lawrence
University of Missour' - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis
University of Nebraska - Lincoln
University of Nebraska at Omaha
University of Northern lowa
Wichita State University



PRESIDENT OF A SINGLE UNIT INSTITUTION		ACADEMIC OFFICERS: Director of Affirmative action		BUSINESS/FISCAL OFFICERS CONTROLLER	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	130,000	1	65,400	1	66,000
2	100,000	2	47,161	2	59,4CO
3	95,050	3	46,300	3	59,000
4	94,530	4	45,100	4	53,5C0
5	92,030	5	44,506	5	52,500
6	92,000	6	43,5C0	6	48,510
7	90,765	7	43,260	7	44,560
8	90,060	8	37,710	e	41,750
9	84,1CO	9	35,000		
AVERAGE	96,488	AVER AGE	45,326	AL ER AGE	53,155
				8USIMESS/FISCAL	
AC AD EM IC	UFFICERS:			DIRECTOR OF PO	RC FAS ING
	C VICE PRES/ Ancellor		UF COLPUTING		
		SERVICES	5	RANK	SALARY
RANK	SALARY			1	56,750
1	117,500	RANK	SALARY	2	48,923
2	85,000	1	79,560	3	44,040
3	84,800	2	79,560	4	42,450
4	81,0CO	3	67,862	5	38,142
5	80,674	4	67,464	6	36,711
6	8G, 3GO	5	66 <b>,</b> 0 C 0	7	34,359
7	80,000	6	63,DCO	8	32,7GO
8	77,500	7	58,5Cl	9	31,5CO
9	75,950	8	54,975		
		9	52,750	AVERAGE	40,897
AVERAGE	84,825	10	52,620		
		11	48,114		
		12	45,400		
		13	45,418	8U5INESS/FI5CAL	JF FICERS:
ACADEMIC A	FFICERS:	14	41,443	INTERNAL AUDIT	CR
DIKECTOR					
LIBRARIE	<del>-</del> -	AVER AGE	58, 835		
CIUNANIE	. 3			RANK	SALARY
RANK	SALARY			1	49,750
1	86,500			2	40,1CO
2	77,500			3	39,672
3	70,315	BUSINESS/F	ISCAL OFFICERS:	•	37,8C0
4	036,30		SIDENT FOR	5	34,6C3
Š	65/6:4	223HIZUB		6	31,925
6	63,120				
7	59,000	RANK	SALARY	AV ER AG E	38,975
8	58,500	1	105,000		
9	56,450	2	98,000		
10	55,900	3	82,6CO		
11	52,429	Š	86,446		
12	37,321	5	77,000		
16	3.7361	6	75,5CA		
AVERAGE	42.017	ž	75,000		
AVERAUE	42,017	8	68,276		
		9	65,350		
		10	56,6C0		
		AVER ACE	78,377		



BUSINESS/I	FISCAL OFFICERS! Stricer	VICE PR	FFAIRS OFFICERS: ESIDENT FOR AFFAIRS	STUDENT AFFAIR REGISTRAR	S UFFICERS:
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	56,0C0	1	97,500	1	57,679
2	55,000	Ž	84,0C0	ž	56,750
3	48,408	3	79,954	3	51,072
4	45,500	4	78,000	4	48,8E0
5	42,969	5	( 76,428)	5	44,000
5	38,040	6	72,000	6	40,734
7	38,000	7	76,250	ž	37,900
8	34,1CO	8	67,500	8	35,160
		9	67,076	9	34,325
AVERAGE	45,0C2	10	61,000	•	347323
		11	60 , 8 5C	AVERAGE	45,160
		12	60,000	A12.NA42	437200
	ISCAL OFFICERS:	AVERAGE	72,880		
				STUDENT AI	FAIRS OFFICERS:
				DIRECTOR	C OF FINANCIAL
RANK	SALARY	STUDENT A	FAIRS OFFICERS:	AIO	
1	47,155		INTERNATIONAL		
2	43,700	STUDENTS		RANK	SALARY
3	42,517	J ODENI.		1	55,5C0
4	35,675	RANK	SALARY	2	55,0C0
5	31,956	1	39,35C	3	46,000
6	30,060	2	34,672	4	43,870
7	30.0 <b>C</b> 0	3	29,917	5	43,675
8	28,0C0	4	27,150	6	43,645
9	26,026	3	25,356	7	39,360
1C	22,395	,	29/396	8	37,0CO
		AV ER AGE	31,269	9	35,547
AVERAGE	33,748	AVERAGE	31,267	10	35,400
				īi	35,300
				12	29,5G2
	ISCAL OFFICERS: OF PERSCHNEL		FAIRS OFFICERS: OF AOMISSIONS	AVERAGE	41,65C
RANK	SALARY	RANK	SALARY		
1	58,485	1	54,500	STUDENT AFFAIRS	
2	57,500	ž	51,031	DIRECTOR OF H	
3	52,000	3	46,680	DIRECTOR OF F	10031NG
4	52,000	<u>.</u>	÷8,358		
5	46.000	5	46,279	PANK	SALARY
6	45,678	6	44,046		71,000
7	44,249	ž	43,645	1	52,500
8	44,160	ė	43,550	3	52,000
9	40,000	ğ	43,500	4	50,5CO
10	39,784	1δ	41,583	5	
ii	39,638	11	37,050	6	44,926 44,628
12	37,350	12	35,000	7	33,400
AVERAGE	46,404	.VER AGE	44,769	AVERAGE	56,565



		RANK	SALARY	RANK	SALARY
STUDENT A	FFAIRS OFFICERS:		55,0C0	-	
	R OF STUDENT	5		7	44,360
HE AL TH		6	51,000 49,313	8	34,201
UE ME IU	C. TIER	7	48,512	9	32,6CO
RANK	SALARY	8	47,000		
	90 • 0 C O	9	46,704	AVER AGE	48,921
1		10	46,350		
2	86,304				
3	81,5CO	AVER AGE	53,291		
4	77,682			RESEARCH OFFI	12947
5	62,357			VICE PRES FI	
6	53,500			TAUGA G MA	_
7	52,500			AND S. ADORT	LUCAN
8	37,000		S OFFICERS:	RANK	SALARY
9	24,579	DIRECTU		1	127,000
	42.025	PUBLIC :	SAFETY	2	95,370
AVERAGE	62,825			3	80,500
		RANK	SALARY	4	76,000
		1	46,488	5	72,551
		2	45,352	,	127331
OPER AT JUN!	S OFFICERS:	3	40,000	AVER AGE	90,284
ASSISTA	NT TO THE	4	39,430	AVERAGE	707207
PRESIDE	T	5	38,000		
	-	6	35,570		
RANK	JALARY	7	32,356		
1	66,250	8	26,400	RESEARC OFF	ICERS:
Ž	58,134				
3	57,5 CO	:VER AGE	37,955		FRESEARCH
4	51,5CO			(CON TRACTS	( CTHA. )
5	41.664			CANIK	041.451
6	3.,365			RANK	SALARY
7	27,144	Olini to uci	A. T. T. C.	1	65,775
•			LATIONS OFFICERS:	2	62,500
AVERAGE	48,794		R OF PUBLIC	3	58,375
A. C. A. C.	107171	RELATIO	NS/INFORMATION	4	55,356
				5	53,568
		PANK	SALARY	6	49,700
		1	68,500	7	37,220
	S OFFICERS:	2	67,250	AVI. 1 AC 5	5, 4,2
DIRECTO	. = :	3	50,40	AVER 4GE	54,642
FACILITI	IES PLANNING	4	49,875		
		5	47,396		
RANK	SALARY	<i>*</i>	44,000		
1	68,000	7	42,568	RESEARCH D	LLTCERS1
2	53,000	8	38,325		DF INSTI-
3	47,436	9	36,400		RESEARCH
4	45,600	10	33,426	101101120	RESEARCH
5	45,000			RANK	SALARY
6	33,500	AVER AGE	47,816	1	53,960
				ž	44,1CO
AVERAGE	48, 756			3	42,670
				4	40,479
		PUBLIC REL	ATIONS OFFICERS:	3	34,250
			DF ALUMNI	,	347270
OPERATIONS	OFFICERS!	SERVICES		AVER AGE	42,688
OIRECTOR		JERT 1023	•	AVERAGE	42,000
PHYS ICAL		RANK	SALARY		
THITTAGE			65 • 0 00		
RANK	SALARY	1 2	61,764		
1	65,500	3	52,5CO		
2	61,770	4	J2,900 J2,000		
3	56,100	3	49,426		
4	55,175	6	48,5CO		
₹		O	701760		



RANK SALARY	RANK 1 2 3 4 2	SALARY 124,667 96,500 92,185 91,000 33,930
91,900	1 2 3 4 5	124,667 96,500 92,185 91,000 33,930
2 86,950 2 73,7C0 3 83,513 3 73,236 4 80,0C4 4 71,750 5 78,174 5 71,012 6 77,870 6 71,000 7 70,0C0 7 67,000 8 69,5C0 8 65,629 9 66,9C0 9 65,0C0 10 69,0C0 10 59,550  AVERAGE 77,481 AVERAGE 70,679  DEAMS: BUSINESS/INDUSTRIAL HANGEMENT  BANK SALARY 1 106,0C0 1 106,0C0 2 82,60C 2 97,5C0	2 3 4 5	96,500 92,185 91,000 33,930
2 86,950 2 73,7CO 3 83,513 3 73,236 4 80,0C4 4 71,750 5 78,174 5 71,012 6 77,870 6 71,000 7 70,0CO 7 67,000 8 69,5CO 8 65,629 9 66,9CO 9 65,0CO 10 69,0CO 10 59,550  AVERAGE 77,481 AVERAGE 70,679  DEANS: BUSINESS/INDUSTRIAL ENGINEERING  BUSINESS/INDUSTRIAL ENGINEERING  RANK SALARY 1 106,0CO 1 106,0CO 2 82,60C 2 97,5CO	3 4 5	92,189 91,000 33,930
4 80,0C4 4 71,750 5 78,174 5 71,012 6 77,870 6 71,000 7 70,0C0 7 67,000 8 69,5C0 8 65,629 9 66,9C0 9 65,0C0 10 69,0C0 10 59,550  AVERAGE 77,481 AVERAGE 70,679  DEANS! BUSINESS/INDUSTRIAL ENGINEERING HANAGEMENT  RANK SALARY 1 106,0C0 1 106,0C0 2 82,60C 2 97,5C0	4	91,000
## ## ## ## ## ## ## ## ## ## ## ## ##	,	33,930
5 78,174 5 71,012 6 77,870 6 71,000 7 70,000 7 67,000 8 69,500 8 65,629 9 66,900 9 65,000 10 69,000 10 59,550  AVERAGE 77,481 AVERAGE 70,679  DEANS! BUSINESS/INDUSTRIAL ENGINEERING HANAGEMENT  RANK SALARY 1 106,000 1 106,000 2 82,600 2 97,500		
6 77,870 6 71,000 7 70,000 7 67,000 8 69,500 8 65,629 9 65,900 9 65,000 10 69,000 10 59,550  AVERAGE 77,481 AVERAGE 70,679  DEANS! BUSINESS/INDUSTRIAL ENGINEERING  HANAGEMENT  RANK SALARY 1 106,000 1 106,000 2 82,600 2 97,500	AVERAGE	97,656
7 70,000 7 67,000 8 69,500 8 65,629 9 66,900 9 65,000 10 69,000 10 59,550  AVERAGE 77,481 AVERAGE 70,679  DEANS: BUSINESS/INDUSTRIAL ENGINEERING MANAGEMENT  RANK SALARY 1 106,000 1 106,000 2 82,600 2 97,500	AVERAGE	97,656
9 65,900 9 65,000 10 69,000 10 59,550  AVERAGE 77,481 AVERAGE 70,679  DEANS: BUSINESS/INDUSTRIAL ENGINEERING MANAGEMENT  RANK SALARY 1 106,000 1 106,000 2 82,600 2 97,500		
10 69,000 10 59,550  AVERAGE 77,481 AVERAGE 70,679  DEANS! BUSINESS/INDUSTRIAL HANAGEMENT  BANK SALARY 1 106,000 1 106,000 2 82,600 2 97,500		
10 69,000 10 59,550  AVERAGE 77,481 AVERAGE 70,679  DEANS:     BUSINESS/INDUSTRIAL ENGINEERING  MANAGEMENT  RANK SALARY 1 106,000 1 106,000 2 82,600 2 97,500		
DEANS:  BUSINESS/INDUSTRIAL  MANAGEMENT  PANK SALARY  1 106,000 1 106,000  2 82,600 2 97,500		
## BUSINESS/INDUSTRIAL ENGINEERING  ### MANAGEMENT    RANK		
## BUSINESS/INDUSTRIAL ENGINEERING  ### MAGEMENT  ### HANK SALARY  1 106,000 1 106,000  2 82,600 2 97,500		
#A NAGEMENT  RANK SALARY  1 106,000 1 106,000 2 82,600 2 97,500		
1 106,000 1 106,000 2 82,600 2 97,500		
1 106,000 1 106,000 2 82,600 2 97,500		
2 82,600 2 97,500		
2 03 400		
4 87,000 4 83,500		
5 70,174 5 80,683		
6 77,100 6 79,800		
7 73,236 7 75,000		
8 70,500 8 74,478		
9 70,000		
10 67,3C0 AVERAGE 85,683		
11 67,200		
AVER AGE 77,592		
DEAN S :		
GRADUATE		
DEANS:		
CONTINUING EDUCATION HANK SALARY		
1 127,000		
RANK SALARY 2 82,000		
34,050		
2 82 400		
20000		
, , , , , , , , , , , , , , , , , , , ,		
7,7,000		
5 61,821 8 50,150 6 59,000		
7 54,479 AVERACE 73,337 B 52,250		
9 52,140		
10 51,900		
AVER AGE 64,582		



#### TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission include the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont Puerto Rico and the Virgin Islands are also included in these regions but they are not included in this survey. The fourteen participating universities from these combined regions are as follows:

City University of New York Graduate School and University Center New Jersey Listitute of Technology State University of New York - Albany State University of New York - Binghamton State University of New York - Buffalo State University of New York -Finvironmental Science State University of New York - Stony Brook University of Connecticut University of Lowell University of Maine at Orono University of Massachusetts University of New Hamrshire University of Rhode Island University of Vermont



# TABLE II (Continued) —NEW YORK AND BOSTON REGION—

		RANK	SALARY		
PRES ICENT	OF A SINGLE	3	74,970	BUSI NESS/FISCAL	OFFICERS:
UNIT INS	STITUTION	4	74,765	VICE PRESIDEN	
		5	70,784	USINESS	
		6	70,400		
RANK	SALARY	7	70,348	RANK	SALARY
-	135,000	C	70,270	1	96,000
2	114,450	9	61,770	2	88,644
3	105,0C0	20	61,036	3	84,246
4	104,060	11	60,400	4	83,375
5	97,520	12	56,000	5	83,359
6	89,145	13	55,574	6	83,341
7	89,145	14	53,010	7	83,297
8	89,145			8	77,0C0
9	89,145	AVER AGE	67,566	9	76,400
10	89,145			19	74,500
11	86,556			11	70,250
12	85,660			12	030,88
13	63,0CO	ACADEMIC U	FFICERS:		
14	82,854	DIRECTOR	OF	AVER AGE	80,761
		AFFIRMAT	IVE ACTION		
AVER AGE	15,836				
		RANK	SALARY	8US& MESS/FISCAL	056105951
		1	65,103	CONTRULLER	OF LEEKS.
ACADEMIC S	FFICERS:	2	64,296	CONTROLLER	
AC ADEMIC	VICE PRES/	3	63,945		
VICE CHA		4	61,585	RANK	SALARY
		•	59,280	1	79,212
RANK	SALARY	6	56,025	ž	73,5CO
1	100,551	7	48,403	3	69,353
Ž	54,000	8	41,322	4	60,960
3	e7,720	9	46,585	5	58,080
4	80,300	10	40,000	6	57,697
5	78,8CO	11	38,340	÷	57,300
5	76,000	12	32,832	8	55,1G0
7	72,319	17	29,318	9	52,718
		AVERAGE	49,310	·	,
AVERAGE	84,527	445,445	17,320	AVERAGE	62,658
ACADEMIC C	OFF ICERS:	ACADENIC O	FFICERS:	BUSINESS/FISCAL	DEFICERS:
PROVOST		DIRECTOR Services	OF CUMPUTING	TREASURER OR	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	107,100	1	80,448	1	62 200
2	95,000	2	78,000	2	, 472
3	84,449	3	75,400	3	45,569
4	85,965	4	70,315	4	34,900
5	81,197	5	64,753	5	34,010
		6	68,355	6	33,067
AVERAGE	91,712	7	67:000		
		8	64,686	AVER AG E	45,251
		9	59,961		
	255 755001	10	53,940		
ACADEMIC C		11	50,287		
DIRECTOR		12	49,335		
LIBRARIE	: >	13	46,850		
DANK	C/I ADV	14	38,420		
RANK	SALARY	15	37,870		
1 2	87,600 78,468	4250455	46 263		
4	78,498	AVERAGE	66,767		



# TABLE II (Continued) —NEW YORK AND BOSTON REGION—

BUSINESS/FISCAL DFFICERS: Business mapager		BUSINESS/FISCAL OFFICERS: BUOGET OFFICER		SIUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	76,610	1	76,214	1	87,733
2	74,765	Ž	65,847	2	33,357
3	61,782	3	t3,826	3	83,000
4	54,CC1	4	61,084	4	82,000
5	33,170	,	60,059	Š	74,765
		6	54,326	6	73,788
AVERAGE	60,066	7	52,320	7	64,500
		8	45,134		64,185
		9	45,96C	•	647.207
	•	10	45,27C	AVERAGE	76,666
011 C 5 N C 5 C 4		11	35,432	4454405	,0,000
	FISCAL OFFICERS:		377 132		
OTRECTO	R OF PURCHASING	AVERAGE	54,416		
RANK 1	SALARY 55,762			STUDENT AFFAIR: DEAN D! STUDI	
Ž	52,445			AF FAIRS	
3	50,081	R07 I NF 27 \ Ł	ISCAL OFFICERS:	0.4447	CALADY
4	48,241	DIRECTUR	UF PAYKELL	RANK	SALARY
· •	46,250			1	76,750
6	44,591			2	67,472
7	42,000	RANK	SALARY	3	61,248
ė	40,460	1	51074	•	61,000
9	34.808	2	46,230	5	60,828
10	37,835	3	45,689	6	56,850
17	35,430	4	39,161	7	53,573
12	32,637	5	37,593	8	49,534
-	327031	6	34,068	9	47,918
AVERAGE	43,845	7	26,290	AMERACE	•• •
	107015	8	15,939	AVERAGE	59, 4
		AVER AGE	37,562		
	ISCAL OFFIC. S:			STUDENT AFFAIRS	OFFICERS:
THIERMAL	AUDITOR			DEAN OF INTER	NAT IONAL
RANK	044.451/		ISCAL OFFICERS	STUDENTS	
1	SALARY 60,316	01 NE (10 N	OI TERSONNEE	RANK	SALARY
2	53,897			1	63,307
3	53,730	RANK	SALARY	2	50,631
4	49,441	1	67,121	3	35,293
5	47,450	ž	63,000	4	32,668
6	47,245	3	62,989	5	23,641
7	43,000	4	62,312	6	18,550
8	40,950	5	61,674		
9	37,5ė0	6	59,400	AVERAGE	37,348
7	377760	7	55,921		
AVER AGE	48,177	8	55,900		
WAL WAL	707411	9	54,753		
		10	51,061		
		ii	48,413		
		12	44,116		
		13	43,490		
		14	42,367		
		AV ER AG E	55,181		



### TABLE !I (Continued) —NEW YORK AND BOSTON REGION—

		PANK	SALARY	RANK	SALARY
STODENT A	FFAIRS OFFICERS:	10	42,263	,	30 000
	P OF ALMISSICAS	11	46,450	4	79,214
DIRECTO	, or wouldaters	12		5	77,166
		13	40,714	6	76,4CO
RANK	SALARY	14	37,125 34,745	7	71,355
1	6(, <b>)</b> ((	14	34) (42		
2	( 59,786)	AVE 9 A C F	** ***	AVER AGE	79,431
3	57,72G	AVER AGE	46,484		
4	57,732				
,					
	57,462			OPER AT LONS	OFFICERSI
6	55,430		FAIRS OFFICERS:	LEGAL CO	JUNSEL
7	55,323	DIRECTOR	R OF HOUSING		
8	52,766				
9	52,000			RANK	SALARY
10	49,980	RANK	SALARY	1	78,200
11	46,305	1	66,100	2	66,445
12	45,381	2	64,515	3	52,000
13	43,876	3	58,126	•	47,000
14	42,059	4	53,0C0	5	46,804
		5	51,734	_	10,001
AVERAGE	52,642	6	51,162	AV ER AGE	58,090
		7	50,329		,,,,,,
		ť	48,957		
		9	47,008		
STUDENT A	FFAIRS OFFICERS:	10	42,660	CREPAT IONS	OFFICERSI
KEGISTR	AR	ii	.2,340		
		12	31,336		IT TO THE
		13	27,759	PRESIDEN	П
RANK	SALARY	••	217134	******	
1	56,167	AV ER AGE	48,844	RANK	SALARY
Ž	55,0CJ	*******	40,044	1	77,175
3	54,716			2	75,600
ž	54,652			3	67,929
Š	54,035			4	66,750
6	50,308	•	FAIRS UFFICERS!	5	63,452
7	49,129		OF STUDENT	6	62,0CC
8	46,700	HEALTH C	ENTER	7	55.000
. 9				B	51,600
10	47,833	RANK	SALARY	9	49,250
11	46,100	1	98,479	10	46,369
12	46,024	2	90,925	11	46,780
	44,860	3	85,6CO	12	44,730
13	43,552	4	79,606	13	39,063
14	36,430	5	76,540		
		6	68,010	AVERAGE	57,554
AVERAGE	49,253	7	67,095		
		B	64,050		
		9	49,000		
		10	38,399		
SIUOE! I AF	FATES OFFICERS:	11	34,950		
UIRECTOR	OF FINANCIAL		\$ 11 T T T		
AIO	· · · <del>-</del>	AVERAGE	68,423		
RANK	SALARY				
1	( 59,786)				
Ž	55,247	OPER AT IONS	OFFICERSI		
3	51,820	TZININGA			
4	50,505	VICE PRE			
Ġ	50,140	TALL PRE	vavin;		
ó	49,7(8	BANK	SALARY		
7	46,965		90,000		
9	45,436	1 2	83,359		
9	43,369	3			
₹	735367	j	82,000		



# TABLE II (Continued) —NEW YORK AND BOSTON REGION—

				RANK	SALARY
OPERATION	S OFFICERS:	PUBLIC REL	ATIONS OFFICERS!	3	42,471
DIRECTO	R OF	DIRECTUR	R OF PUBLIC	4	41,000
PHYSICA	L'PLANT	RELATION	S/INFURMATION	Š	40,805
				6	36,07G
RANK	SALARY	RANK	SALARY	ž	35,000
1	72,758	1	74,765	8	33,647
2	72,719	4	59,383	ğ	26,000
3	65,915	3	58,809	•	
4	65,847	4	55,125	AVERAGE	39,531
•	63,870	5	52,902		.,,,,,,,
6	58,920	6	52,500		
7	58,1¢7	7	47,714		
8	55,931	8	46,868		
9	52,0CG	9	46,061	PUBLIC REL	ATIONS OFFICERS
10	51,908	10	44,470	OIRECTOR	O' COPERATIVE
11	48,0CO	11	42,752	EXTENSIO	)N
12	46: 904	12	39,830		
13	45,8C0	13	36,545	PANK	SALARY
14	41,613			1	75,157
		AVER AGE	5C,594	2	72,050
AVER AGE	57,168			3	63,960
				4	58,498
				5	44,925
		DIIQI TC WEI	ATIUNS UFFICERS:		
OPERATION:	S OFFICERS:		OF LEGISLATIVE	AVERAGE	62,906
Disectu		RELATION			
FUBLIC :	• •	KELATION	13		
	3 <u>21</u>	RANK	SALARY		
RANK	SALARY	1	59,6CC		
1	2,441	ž	49,546	RESEARCH (	DFF1CERS:
Ž	1,475	3	47,046		SIGENT FUR
3	54,5G0	4	43,556	RESEARCE	
4	52,050	5	30,236		•
,	4>:660	,	367230	RANK	SALARY
6	48,337	AVER AGE	47,557	1	83,357
7	48,000	ATLAND	417331	Ž	81,090
;	43,250			٤	73,266
ģ	41,935			4	72,000
10	40,056			5	59,552
īĭ	33,715		ATIONS OFFICERS:	-	
		OFRECTOR	OF DEVELOPMENT	AVER AGE	73,840
AVERAGE	46,674				
		RANK	SALARY		
		1	92,000		
BUNL TO BEL	.AIIONS OFFICERS:	2	59,650	RESEARCH U	FFICERS:
		3	57,976		OF RESEARCH
	SIDENT FOR INSTI-	4	51,826		TS & GRANTS)
IOITUNAL	. ADVANCEPENT	5	49,350		
RANK	SALARY	6	45,000	RANK	SALARY
1	83,375	4WED 4CE		1	59,527
Ž	83,357	AVER AGE	>9,307	Ž	59,257
· 3	74,760			- 3	54,00C
4	73,500			4	56,167
5	65,0CO			Ġ	55,650
6	63,355	PUBLIC REL	ATIONS OFFICERS:	6	50,682
J	03/303		OF ALUMNI	7	50,000
AVERAGE	73,886	SERVICES		8	43,499
AT CRAVE	13,000			9	41,230
		RANK	SALARY	10	39,791
		1	54,236		• • •
		2	45,947	AVERAGE	51,680



## TABLE II (Continued) —NEV YORK AND BOSTON REGION—

		5444	041.451/	<b>-</b>	
		RANK	SALARY	RANK	SALARY
RESEARCH		4	83,040	a	78,800
	R OF INSTI-	5	74,006	9	73,750
ANGITUT	L RESEARCH	6	72,860	10	68,000
		7	68,595	11	67,055
RANK	SALARY	8	68,000		
1	69,131	4	60,267	AVERAGE	83,574
2	60,076				•••••
3	59,1'3	AVER AGE	77,686		
4	56,786				
5	53,440				
6	52,500			DE AN S	
7	51,500			GR AD UATE	
8	51,162	DEAN S:			
9	48,8CO	CONT INU	ING EDUCATION		
10	47,842			RANK	SALARY
11	42,518			1	100,173
12	41,504	RANK	SALARY	2	98,341
13	34,6C0	1	71,534	3	85,228
		2	69,500	4	82,560
AVERAGE	51,448	3	63,525	5	79,496
		4	57,7CO	6	76,060
		5	56,983	ž	L5,278
		6	55,522	8	64,000
OEANS:		7	55,5C0	ÿ	62,835
AGRICULI	TUR F	8	50,000	10	61,735
		9	50 2 0 C O	11	52,000
		10	47,6C2	••	32,000
RANK	SALARY	•		AVERAGE	74,735
1	93, 800	AVER AGE	57.787	AVERAGE	147733
Ž	87,363				
3	85,000				
4	76,369				
ò	54,320			OEANS!	
6	58,047	DEANS:		HEALTH-R	EL ATEL
•	307041	EDUC AT I C	)r	PRUFESSI	'
AVERAGE	77,463			PRUFESSI	UNS
				RANK	SALARY
		RANK	SALARY .	1	84,568
		4	86,000	2	78,739
DEAN > =		2	85,431	3	74,260
ARTS AND	) SCIENCES	3	83,375	,	72,060
		4	78,0C0	ż	66,000
		5	77,860	•	00,000
FANK	SALARY	6	64,000	AVER AGE	75,505
1	96,	7	56,617	2007.200	
2	85,500				
3	62.868	AVERAGE	76,183		
4	68,671				
5	67,874			MEDICAL OF	ANS:
6	66,600			NURS ING	
		DEAN S:			
AVERAGE	77,270	ENGINEER	INC		
		ENGTHEEK	ING	RANK	SALÀRY
				1	83,357
DE ANS:		DANK	CALADY	2	78,165
	41 0011570 141	RANK	SALARY	3	63,415
MANA GEME	/INDUSTRIAL	1	102,708	4	60,063
HA HA DENE	IN F	2	95,087	5	57,675
RANK	SAI 77	3	94,867		
		4	92,000	AVER AGE	68,522
1 2	97,125	5	83,357		
3	88,715	6	82,339		
3	86,4C0	7	81,290		



#### TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The thirteen participating universities from this region are as follows:

College of William and Mary
Indiana University of Pennsylvania
Morgan State University
Old Dominion University
Temple University
University of Delaware
University of Maryland-Baltimore
University of Maryland Baltimore County
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute and
State University
West Virginia University



		RANK	SALARY		
PRES IDENI	OF A SINGLE	4	68,900	BUS!NESS/FISCAL	OFFICERS
UNIT IN	STITUTION	5	66,200	VICE PRESIDEN	* -
		6	64,872	BUSINESS	
		7	64,500		
RANK	SALARY	8	63,600	RANK	SALARY
1	140,000	9	63,000	1	115,500
2	128,466	10	54,560	2	95,0C0
3	128,466	11	44,949	3	87,755
4	128,465	12	42,500	4	84,350
5	109,100			5	80,000
6	109,080	AVER AGE	63,744	6	80,000
7	107,5CO			7	79,0CO
8	107,446			ë	65,000
9	103,550			9	64,015
10	89,892			10	57,362
11	84,474	ACADEMIC D	FF1CERS#		317302
12	70,200	OIRECTOR	OF	AVERAGE	80,749
		AT FIRMAT	IVE ACTION	244.705	007177
AVER AGE	108,869	RANK	SALARY		
		1	45,400		
		2	45,050	BUSINESS/FISCAL	UFFICERS:
		3	43,450	CONTROLLER	
ACADEMIC (		•	43,006		
	: VICE PRES/	5			
AICF CHY	INCELLUR	6	43,0C0 43,3C0	RANK	SALARY
<b>5</b> *****		7	42,7CQ 38,450	1	66,000
RANK	SALARY	8		2	66,0CG
1	(113,000)	9	38,050	3	65,0GC
2	103,500	10	35,7CO	4	62,676
3	102,000	10	33,0C0	5	58,600
4	96,745	AMERACE	40,781	6	57,558
•	83,000	AVER AGE	40)/81	7	56,250
6	73,0C0			8	54,422
				9	54,000
AVER AGE	94,2C8			10	51,4CO
				11	46,686
		ACADEMIC OF	FICERS:	12	40,809
		DIRECTOR	OF CUMPLTING	13	39,609
ACADEMIC C	FFICERS!	SERVICES			
PR OVOST				AVER AGE	<b>55,365</b>
		RANK	SALARY		
		1	87 <b>,</b> 200		
RANK	SALARY	2	85,0CO	BUSINESS/FISCAL	OF LICERS.
1	(113,0CO)	3	76,214	TREASURER OF E	
2	97,500	4	7C,0C0	TREASURER OR C	OR JAK
3	95,060	>	65,200		
4	93,766	6	64,7CO	RANK	SALARY
5	83,076	7	64,400		71,000
6	65,000	6	64,2CG	1 2	50,498
		9	63,000	3	40,850
AVERAGE	91,213	10	6C,400	3	40,850
		11	60,000	5	35,875
		12	55,152	6	33,174
		13	55,000	7	
ACADEMIC C		14	53,000	, 8	32,6 <b>69</b> 31,560
DIRECTOR		15	52,344	0	31,360
LIBRARIE	5	16	48,841	AMCD AL E	42.042
		17	46,741	AVERAGE	42,062
RANK	SALARY	18	42,200		
1	01,000	18	41,862		
2	78,683				
3	72,225	AVERAGE	60,810		



BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING		BUSINESS/F1SCAL OFFICERS: OIRECTOR UF PAYROLL		STUDENT AFFAIRS UFFICERS DEAN OF STUDENT AFFAIRS	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	61,235	1	42,106	1	66,5CO
2	58,736	Ž	41,604	ž	58,060
3	53,353	3	35,742	3	57,230
4	50,364	4	35,707	4	54,650
5	48,812	5	32,689	5	53,400
6	46,405	6	31,261	6	50,400
7	44,646	7	25,506	7	49,500
8	40, DQ0	8	25,027		, , , , , ,
9	35,970	9	22,498	AVERAGE	55,611
10	32,689				
11	31,746	AVER AGE	32,460		
12	27,353				
13	26,1C6			STUDENT AFFAIR	
		B 1 M. C. C		OEAN OF INTE	RNATIONAL
AVERAGE	42,879		FISCAL OFFICERS#	STUDENTS	
		DIRECTU	R OF PERSONNEL		
				RANK	SALARY
DUCTNECC	16C.1 DE 61C 1 BC 1			1	78,000
	SISCAL OFFICERS:	RANK	SALARY	2	64,000
THIEKHAL	. AUCITOR	1	70,250	3	59,500
		2	55,800	4	46,500
RANK	SALARY	3	65,000	5	32,339
		4	64,484	6	23,929
1	65,0C0	5	62,125		
2	62,800	6	57,787	av er ag e	51,045
3	56,710	7	49,500		
4	55,789	8	46,000		
5	55,460	9	45,0C0	STUDENT AFFAIRS	
6	53,363	10	42,0C0	Ulrector of	
7	44,646	11	40,741	OTALCIUR DI	IDNI JJI UNJ
8	41,115	12	36,166		
9	40,000			RANK	SALARY
10	39,612	AVER AG E	53,744	1	63,300
11	24,372			ž	61,256
				3	60,000
AVERAGE	48,962	STUDENT A	FAIRS OFFICERS:	4	
			SIDENT FOR	5	56,660
		STUDENT	· - <del></del> ·	6	56,000
BIJCT ME CC / 6	SISCAL OFFICERS:	J, ODENI	AFFAIRS	7	51,460
		RANK	SALARY	8	50,500 48,921
BUOGET (	ILLICEK	1	81,0CC	9	
		ž	80,000	10	48,841 46,820
RANK	SALARY	3	77,500	11	
		Ž.	73,0GO		46,8C0
1 2	70,213	5	72,000	12	43,726
	69,506	6	68,8CO	13	38,127
3	64,0C0	7		AVERACE	51.740
4	55,500	8	61,212 59,194	AVERAGE	51,760
5	55,200	9			
6	55,1C3	10	55,962		
7	53,000	10	54,8 <b>60</b>		
8	50,000	**	50,0C0		
9	49,965	AMEDICE	44.494		
10	47,160	AVER AG E	66,684		
11	47,000				
12	35,153				
AVERAGE	54,317				



STUDENT AFFAIRS OFFICERS: REGISTRAR		STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER		OPERATIONS OFFICERS: ASSISTANT 10 THE PRESIDENT	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	59;500	1	93,000	1	67,150
2	56,673	Ž	87,45G	2	64,0C0
3	55,300	3	78,950	3	62,5C0
4	52,500	4	72,314	4	62,000
5	50,000	5	72,0CO	5	60,900
6	44,518	6	54,885	6	56,093
7	43,613	7	49,980	7	51,500
8	42,6C0	8	45,154	8	44,949
9	40,500	9	40,450	9	43,368
10	38,200	10	35,153		
11	28,485			AV ER AG E	56,440
AVERAGE	46,535	AVERAGE	62,984		
_				OPERATION:	OFFICERS:
	FFAIRS OFFICERS:		S UFFICERS:	DIKECTO	
	R OF FINANCIAL	ADMINIST		FACILIT	LES PLANNING
AID		VICE PRI	ESTREMI	DANK	CALADY
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	55,700	1	, 500	1 2	70,0C0 68:200
Ž	54,5CO	Ž	75,000	3	64,449
3	54,450	3	90,745	, , , , , , , , , , , , , , , , , , ,	58,466
4	52,761	4	89,000	j	52,000
5	50,600	5	70,548	6	51,000
6	46,625	6	61,159	7	46,104
7	44,100			8	44, 449
8	43,597	AVERAGE	63,992	9	40,2CO
9	42,919			10	38,020
10	41,500			11	37,37C
11	40,811	0050.71000			
12 13	40,504 39,400	LEGAL CO	OFFICERS: Dunsel	AVERAGE	51,887
AVER AGE	46,729				
		RANK	SALARY	OIREC 10A	OFFICERS
		1	87,700	PHYSICAL	
	FFAIRS UFFICERS:	2	69,040	FITTICAL	PLANI
DIRECTO	R OF HOUSING	3	66,500	RANK	SALARY
		4 5	63,430	1	73,560
0.4411/		6	57,589	Ž	65,500
RANK	SALARY	0	52,968	3	64,500
1	54,800	AVERAGE	66,158	4	64,353
2	49,700	******	30,140	5	53,1CO
3 4	46,872 46,100			6	53,066
5	42,327			7	52,300
6	40,850			8	48,000
7	39,778			9	46,752
Ė	37, >36			10	4416 16
9	36,550			11	40,850
10	36,000			AVEGACE	
11	35,000			AVER AGE	55,142
12	32,019				
13	31,261				
AVERAGE	40,676				



OPERATIONS OFFICERS			LATIONS OFFICERS*	RESEARCH OF	
DIRECTOR OF		VICE PRESIDENT FOR		OIRECTOR OF RESEARCE	
PUBLIC S	DAFETY	DEVELOPMENT		(CUNTRACTS & GRANTS	
RANK	C . ARY	RANK	SALARY	RANK	SALARY
1	73,000	1	97,500	1	8C,1G0
Ž	62,276	ž	89,000	2	79,400
3	62,250	3	70,060	7	66,250
4	60,450	4	60,000		60,250
5	57,464	5	57,346	,	48,407
6	52,500	_		6	47,940
7	45,900	AVER AGE	74,769	ž	47,020
8	43,065			ė	45,766
9	36,186			9	44,646
10	34,809	PUBLIC REI	LATIONS OFFICERS:	•	117010
11	34,172		R OF GEVELO; MENT	AVERAGE	57,774
12	31,944	00,0000			
13	29,906				
		RANK	SALARY		
AVERAGE	48,040	1	70,5G0	RESEARCH (	
		Ž	67,200		OF INSTI-
		3	65,5C8	TUTIONAL	. RESEARCH
		4	64,170		<b>-</b>
	ATIONS OFFICERS:	5	57,770	RANK	SALARY
	SIOENT FCR INSTI-	6	57,300	<u>1</u>	77,000
TUTIUNAL	. AOVANCE FENT	7	53,443	2	54,650
5444		8	53,050	3	23,000
RANK	SALARY	9	44,520	4	52,56C
1	84,100			5	50,UCO
2	77,808	AVERAGE	59,273	6	46,8CO
3	77,550			7	44,250
4	73,850			8	43,160
•	<b>&gt;7,770</b>	PUBLIC REI	LATIONS OFFICERS:	9	42,0C0
444 2 45 5	74,216	OIKECTO	R OF ALUMNI	10	41,228
AVFTAGE	141510	SERVICES	5	AVI 0 AC 5	50 443
				AVERAGE	50,467
		RANK	SALARY		
PUBLIC KEL	ATIONS OFFICERS#	1	60,000		
OIRECTOR	OF PUBLIC	2	48,000	OEAN 5	
RELATION	IS/INFORMATION	3	45,154	ARTS AND	SCIENCES
		4	45,000		+-+-
RANK	SALARY	5	41,315		
1	57,600	6	41,232	RANK	SALARY
2	57,00G	7	36,076	1	105,200
3	55,0C0	8	31,560	2	67,0CO
4	52,153	9	26,033	3	85,000
5	47,868			4	77,500
6	47,236	AVERAGE	41,812	5	77,0C0
7	41,900			6	76,5CO
8	4C,198			7	70,666
9	25,027	RESEARCH O		В	63,546
			SICENT FOR		
AVERAGE	47,111	RESEARCH		AVER AGE	8C,308
		DAAR	CALADY		
		RANK	SALARY		
		1 2	100,000		
			100,060		
		3 4	72,600		
		;	67,384		
		•	62,484		
		AVERAGE	80,494		



OEANS:		OEANS:		DEANS:	
BUSINESS/INGUSTRIAL		EOUCATION		GRAQUATE	
MA NA GEM	ENT				
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	102,6CO	1	99,300	1	98,000
2	94,500	2	87,3CC	ž	47,105
3	88,000	3	80,000	3	90,1CO
•	85,000	4	78,0CO	4	78,900
5	81,000	5	74,200	5	71,000
ŧ	75,000	6	74,600	6	69,400
7	to, 0 CO	7	63,966	7	59,400
8	58,682	8	61,470	8	53,750
		9	60,000	•	33,130
AVERAGE	81,348	10	57,6CO	AVER AGE	77,269
		AVER AGE	73,444		
OEANS:				MEDICAL DI	EANS :
CONT INU	ING EOUCATION			NURS ING	
		OEANS:			
		ENGINEER	RING		
RANK	SALARY			RANK	SALARY
1	71,500			1	94,497
2	69,132	RANK	SALARY	2	84,300
3	68,5CO	1	107,600	2 3	79,369
4	62,700	2	107,000	4	70,500
5	53,226	3	99,500	5	60,624
6	48,147	4	89,200	-	
		5	82,560	AVER AGE	77,858
AVERAGE	62,201	6	81,000		,
		7	77,000		
		8	75,740		
		AVER AGE	89,950		



#### TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINF STATES
BY EQUAL EMPLOYMENT OPPOPTUNITY REGIONS
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The ten participating universities from this region are as follows:

Arizona State University
California State University Los Angeles
Northern Arizona University
University of Arizona
Wniversity of California
University of California, Davis
University of California, Santa Cruz
University of Hawaii at Manoa
University of Nevada, Las Vegas
University of Nevada, Reno



PRESIDENT OF A SINGLE UNIT INSTITUTION		ACADENIC OFFICERS: Director of Affirmative action		BUSINESS/FISCAL OFFICE CONTROLLER	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	132,300	1	68,200	1	81.000
2	117,6CC	Ž	63,600	ž	71,300
3	117,600	3	61,160	3	67,102
4	117,600	4	50,964	,	66 • O Q G
5	117,233	5	49,000	<u>;</u>	64,555
6	117,232	6	42,630	ó	61,425
7	107,000	7	42,486	ĭ	56,221
8	101,500	8	41,966	8	46,716
9	100,904	9	39,756	•	107110
				AVER AGE	64,240
AVERAGE	114,330	AV ER AG E	51,078		
ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR		ACADEMIC OFFICERS: DIRECTOR OF COMPUTING		BUSINESS/FISCAL OFFICERS* DIRECTOR OF PURCHASING	
VICE CH	MUCELLUK	SERVICE	<b>.</b>	RANK	CALADY
RANK	SALARY	HANK	SALARY	· · · · · · ·	SALARY
1	(112,560)			1	70,848
2	(106,575)	1 2	84,300	2	60,300
3	106,300	3	82,120	3	58,617
4	100,000	4	77,580 74,095	4	57, 7CO
•	97,440	5		5	51,116
6	85,596	6	67,800	6	51,100
7	85,0C0	7	66,720	7	46,922
ä	81,648	8	64,169 57,252	8	46,386
9	78.398	9		9	36,844
10	74,298	10	55,824 50,832	4144 5 405	42
	777210	11		AV ER AGE	53, 537
AVERAGE	92, 776	**	50,388		
	727110	AVERAGE	66,462		
ACADEMIC (	IEL IFEDS.			BUSINESS/FISCAL BUDGET OFFICER	
DIRECTOR		01117 7 115 0 5 1 1			
LIBRARIE	_		ISCAL OFFICERS:		
LIDRAKIE			SIOSNT FOR	RANK	SALAPY
RANK	SALARY	BUSINE?	•	1	75,000
1	90,400	RANK	CALADY	2	7G, 220
ž	020408	, , , , , , , , , , , , , , , , , , , ,	SALARY	3	67, Ł CO
3	80,5C0	1	(101,800)	4	66,230
4	77,000	2 3	( 96,700)	5	62,260
Š	75.922	3 4	94,060	6	52,100
6	73,320	5	85,004	7	49,980
ĭ	66,468	6	84,245	8	36, 653
ě	65,835	8 7	84,144	4,455.40.3	
ğ	55, 825	8	60,678	AVER AGE	60,223
10	55,166	9	( 76,836)		
3 <b>-</b>	*******	7	75,626		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

86,893

AVER AGE



AVER AGE

72,638

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL		STUDENT AFFAIRS OFFICERS: Dean of international Students		STUDENT AFFAIRS OFFICERS: Director of Financial aid	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	54,700	1	52,000		
Ž	54,258	ž	43,771	1 2	65,420 59,000
3	43,440	3	43,400	3	56,381
4	40,170	4	41,436	į	56,200
5	33,160	5	36,581	j	53,616
6	28,378	6	27,470	6	49,737
				7	48,696
AVER AGE	42: <b>321</b>	AVERAGE	40,910	Ü	43,254
				<b>y</b>	37,007
BUSINESS/	FISCAL OFFICERS:			10	36,540
	R OF PERSONNEL	STUDENT AL	FFAIRS OFFICERS:		
		DIRECTO	R OF ADMISSIONS	AVER AGE	50,565
RANK	SALARY				
1	40,500	RANK	SALARY	STUDENT AFFAIR	S OFFICERS!
2	79,260	1	( 71,4CG)	DIRECTOR UP	
3	64,1CG	2	( 66,073)		
4	68,100	3	63,191		
>	62,018	4	61,320	RANK	SALARY
6	51,349	5	6G, 2GO	1	54,2CO
7	49,464	6	59,400	2	53,964
8	47,770	7	59,352	3	53,611
****		•	56,642	4	48,557
AVER AGE	64,688	9	40,560	•	46,893
		10	39,216	6	45,560
STUDENT AFFAIPS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS		AVERAGE	<i>3</i> 7,733	7 8	,712 43,000
51 00 E.N.				AVER AGE	46,812
RANK	SALARY	STUGENT A	FFAIRS OFFICERS!		
1	101,900	REGISTRA			
2	95,300	NO DE OTRA		STUDENT AFFAIRS	SUFFICERSI
3	85,0CB			DIRECTOR OF S	STUDENT
4	84,755	RANK	SALARY	HEALTH CENTEI	₹
<b>5</b>	84,753	i	( 71,400)		
6	79,860	2	( 66,073)	RANK	SALARY
7	74,400	3	62,8CO	1	102,240
8	74,298	4	62,068	2	97,216
9	61,776	•	55,471	3	81,670
AVERAGE	82,443	6	55,3CO	•	80,901
AVERAGE	02/443	7	46,296	5	73,625
		8	46,183	5 7	68,976
	FFAIRS OFFICERS:	9	41,001	ď	65,300
OE AN OF	STUCENT	10	34,800	y	42,264
AF FAIRS		AVERAGE	54,139	,	30,225
RANK	SALARY			A /ER AGE	71,360
1	72,372				
2	68,0CO				
3	67,355				
4	63,650				
5	56,1CO				
6	52,464				
7	45,173				
AVERAGE	61,008				



		RANK	SALARY		
OPERATIO	NS UFFICERS:	7	44,660	RESEARCH OF	- 1CF0S1
	ANT TO THE	8	43, 878		JF RESEARCH
PRESID	ENT	ÿ	46,041		S & GRANTS)
		10	37,368	(CONTRACT.	C OKANIS,
RANK	SALARY			RANK	SALARY
1	71,760	AV ER AG E	51,351	1	( 75,108)
2	70,949			2	72,461
3	66,800			3	60,167
•	66,397			4	59,880
•	57,856		ATIONS OFFICERS:	5	56,343
6	51,000		OF PUBLIC	6	54,700
	4	KELATION	S/INFORMATION	7	53,000
AV ER AG E	64,127		a	8	45,000
		RANK	SALARY		
		1	65,200	av er ag e	59,585
OPERATIO	NS OFFICERS:	2	64,056		
DIRECT		3	62,836		
	TIES PLANNING	•	52,462	RESEARCH (	FFICERS:
	, , , , , , , , , , , , , , , , , , ,	5	51,800		OF INSTI-
RANK	SALAF.Y	6	49,668	TUTIONAL	RESEARCH
1	79,050	7	45,170		
Ž	( 72,5CO)	AVER 45 E	65 434	RANK	SALARY
3	62,000	AV ER AG E	55,876	1	63,588
4	60,852			2	56,040
5	55,840			3	53,680
6	52,428	DINI TO DEI	ATIONS OFFICERS:	4	53,6C0
7	47,604		OF CEVELOPMENT	5	46,720
8	31,930	DIRECTUR	OF DEVELOPMENT	6	33,248
AVERAGE	57,901	RANK	SALARY	AV ER AG E	51,139
		1	86,020		
		Z	76,552		
	us acriscis.	3	63,600	DEANS:	
	NS OFFICERS:	4	55,900	BAZTHEZZ	INDUSTRIAL
OIRECT		5	54,960	managehen	iT
FU 1210	AL PLANT	6	42,504	5444	044.404
RANK	SALARY			RANK	SALARY
1	76,334	AV ER AG E	63,2)6	1	101,590
ž	( 72,560)			2	92,700
3	63,945			3	92,700
4	62,173	9491 TC 951	ATIONS OFFICERS:	4 5	74,1CO
ż	54,610		OF ALUMNI	6	73,568
6	52,853	SERVICES		7	73,392
7	50,004	JERVICES		8	73,250 70,761
8	40,020	RANK	SALARY	· ·	10) . 61
-		1	62,643	AVER AG E	81,459
AVER AGE	54,080	ž	62,255	AVERAGE	01/777
		3	57,226		
		•	54,0G0		
	is nertoene.	5	48,610		
	S OFFICERS:	6	41,313		
DIRECTO		7	38,6C0		
PUBLIC	SAPEIT	8	36,000		
RANK	SALARY	AVERAGE	50,081		
1	73,829	ATERAGE	30)061		
2	56,880				
3	54,800				
•	54,5CO				
5	54,334				
6	53,215				



DEANS:		DEAN SI		DEANS:	
CONTINUING EDUCATION		ENGINEE	RING	LAW	
RANK	SALARY	<b>AANK</b>	SALARY	RANK	SALARY
1	79,200	1	110,000	1	123,100
2	64,134	ž	108,0C0	ž	120,500
3	63,524	3	99,200	3	108,605
4	63,396	4	96,425	4	101,800
5	61,932	5	76,680	ò	81,204
6	61,915	6	76,560	•	V27 4 0 1
7	58,960	7	73,568	AVER AGE	107,042
8	51,0¢0	B	73,500		2017012
AVERAGE	63,003	AVER AGE	89,244		
				DEANS:	
				SOCIAL	AND BEHAV-
OEANS!		OEAN SI		IORAL SO	CIENCES
EOUCATI	TN .				
2000	5·1	GR AD UA TE	•	RANK	SALARY
				1	84,UCO
RANK	SALARY	RANK	SALARY	2	73,320
1	95,4CO		93,800	3	69,528
2	46,275	1 2	76,024	4	69,500
2 3	81,324	3	(75,106)	5	67,080
4	81,2CO	3 4			
5	73,080	·	75,000	AVER AGE	72,646
6	69,443	<b>5</b>	73,080		
7	68,514	6	76,200		
ģ	63,945	7	68,703		
•	037773	6	63,100		
AVERAGE	77,398	AVERAGE	74,377		



#### TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The eight participating universities from this region are as follows:

Idaho State University
Oregon State University
Portland State University
University of Alaska
University of Idaho
University of Oregon
University of Washington
Washington State University



#### TABLE II (Continued) -SEATTLE REGION-

		RANK	SALARY	RANK	SALARY
PRES IDENT	OF A SINGLE	6	35,844	4	36,911
UNIT IN:	ND11U1 118	7	33,197	5	35,712
		å	30,031	6	
		•	30,031	ž	34,195
RANK	SALARY	AVER AGE	41,920	•	32,386
1	128,220	200.200	42,720	AVERAGE	40.035
2	94,760			-ACKWAE	40,937
3	92,100		_		
4	92,160	ACADEMIC			
•	92,100		R OF COMPUTING	BUSINESS/FISCA	
6	91,604	SERVICE	5	INTERNAL AUD	
7	79, 837			THIENNAL AUD	TIUK
8	74,027	RANK	SALARY		
		1	70,920	DANK	0.41.4534
AVER AGE	93,094	2	67,053	RANK	SALARY
		ŝ	65,340	1 2	46,452
		4	59,072		44,058
		5	54,182	3 4	41,386
ACADEMIC (	FFICERS:	6	53,532	•	38,393
	VICE PRES/	7	50,658	5	35,712
VICE CHA		8	48,075	6	30,638
7.02 0	-IIC E E E D K				
Fu\NK	SALARY	AV ER AG E	58,604	AVER AGE	39,440
1	83,640				
ż	83,220				
3	73,708	BUSINESS/I	ISCAL DEFICERS:	But 7 W5 C5 46 104 .	
4	72,019		SIDENT FOR	BUSINESS/FISCA	
3	67,0CD	BUSINESS		BUDGET OFFICE	: R
6		55511125	•		
0	66,976	RANK	SALARY		
AVER AGE	74 4 27	1	( 92,700)	RANK	SALARY
AVERAGE	74,427	2	80,822	1	{ 77,160}
		3	76,860	2	65,750
		4	73,980	3	64,512
45405=16	W. C. T. G. C. C.	5	( 69,680)	4	57,865
ACADEMIC O		6	66,976	5	54,840
DIRECTOR		J	007770	6	46,559
LIBRARIE	:5	AVER AG E	76,842	7	45,022
		*********	107042	8	43,347
RANK	SALARY				
1	78,696			AVERAGE	5 ., 887
2	74,423		ISCAL OF FICERS:		
3	68,46C	8021 WF 23	MANAGER		
4	65,920				
5	62,995			BUSINE 35/FISCAL	
6	62,700	RANK	CALARY	DIRECTOR OF P	AYRELL
7	51,699	1	( 64,438)		
8	44,293	2	58,080		
		3	55 <b>,</b> 3 3 2	RANK	SALARY
AVER AGE	63,648	4	52,500	1	44,688
		5	45,630	Ž	46.016
				3	30,852
		AVER AGE	55,196	4	30,852
ACADEMIC O	FFICERS:			5	30,727
DIRECTOR	OF				337.3.
AFFIRMAT	IVE ACTION	BUSINESS/F	ISCAL OFFICERS:	AVER AG E	35,427
	· <del>•</del>		OF PURCHASING		
RANK	YEALAS	4100			
1	( 58,448)				
Ž	50, 4 Cũ	RANK	SALARY		
3	48,324	1	55,718		
4	40,008	Ž	53,916		
•	39,105	3	37,716		
-	- · - <del>- · •</del>	•	31,7140		

UNIVERSITY OF ARKANSAS OFFICE OF INSTITUTIONAL RESEARCH RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES PAID 1987-88



### TABLE II (Continued) —SEATTLE REGION—

GUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL		STUDENT AFFAIRS OFFICERS* REGISTRAR		STUDENT AFFAIRS OFFICERS: OIRECTUR OF STUDENT HEALTH CENTER	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	65,004		( 65,291)	1	75,624
Ž	( 56,448)	1 2	( 59,232)	ž	70,836
3	49,641	3	56,016	3	65,959
4	47,508	4	54,391	Ĭ	65,556
5	41,368	5	50,349	· •	63,886
6	40,016	6	( 49,801)	6	63,149
7	39,420	ž	45,424	7	59,270
8	35,003	8	44,990	8	56,486
9	33,260	•			
AVERAGE	45, > 23	AVER AGE	53,267	AV ER AG E	65,096
		STUDENT A	FAIRS OFFICERS!	OPER AT IONS	UFFICERS:
	FFAIRS OFFICERS:	OIRECTO	R OF FINANCIAL	ASSISTAN	T TO THE
	ESIOENT FOR Affairs	CIA		PRESIDEN	-
		RANK	SALARY	RANK	SALARY
RANK	SALARY	1	51,312	1	54,072
1	75,849	2	51,132	2	51,500
2	74,892	3	44,739	3	49,290
3	69,660	4	44,000	4	46,008
•	69,500	5	43,404	5	42,000
5	62,021	6	41,144		
AVER AGE	70,394	7	40,584	AVERAGE	48,574
WALKWAE	707377	8	38,605		
STUDENT AI DEAN DF	FFAIRS OFFICERS	AVER AGE	44,365	DIRECTOR	
AFFAIRS	JIOUENI	STUDENT A	FFAIRS OFFICERS!	FHYSICAL	PLANT
MILMING			R OF HOUSING		• • • • • • •
'ANK	SALARY	***************************************		RANK	SALARY
1	70,044			1 2	59,893
Ž	66,149	RANK	SALARY	3	55,800
3	57,252	1	54,456	3	55,548 53,533
4	55,016	2	49,896	3	53,532 50,328
5	45,9G0	3	47,6G0	6	47,516
6	41,144	4	46,560	7	38,667
		5	40,747	•	307061
AVER AGE	55,918	, 6	36,625	AVERAGE	51,612
		7	29,016		317011
	FFAIRS OFFICERSO R OF ADMISSIONS	AVER AGE	43,834	OPERALIONS OIRECTOR	0 F
				PUBLIC S	AFETY
RANK	SALARY			RANK	SALARY
Ţ	( 65,291)			1	52,860
2	( 59,232)			2	50,045
3	56,016			3	46,541
•	55,279			4	44,233
5	(49,801)			<b>5</b>	37,015
6	46,980			6	35,712
7	43,948			7	33,238
8	38,314			8	32,388
AVER AGE	52,358			AVER AGE	41,564



### TABLE II (Continued) —SEATTLE REGION—

DEANS:

RANK

AVERAGE

ENGINEERING

SALARY 93,048 90.204 78.3541 77,250 76,060 67,470 54,766

76,766

	LATIONS OFFICERS:	DE ANS I	
	R OF PUBLIC	ARTS AND	" "NCES
RELATIO	NS/INFORMATION		
RANK	SALARY	'IANK	ALARY
1	6/2850	1	78,876
2	52,423	Ž	78,795
3	( 51,064)	3	74,464
4	46,0r°	4	74,392
5	41,3/5	5	620754
		6	56,451
AVER AGE	51, 734		
		AV ER AG E	70,954
PUBLIC RE	LATIONS OFFICERS:		
DIRECTO	R OF ALUMNI	0E AN 58	
SERVICE	\$	BUSINESS	/INDUSTRIAL
		MANA GEHE	NT
RANK	SALARY		
1	56,664	RANK	SALARY
2	52,993	1	93,048
3	46,804	2	62,092
•	43,688	3	79,310
5	43,668	•	75,117
6	33,030	5	74,736
7	32,004	6	71,555
6	31,657	7	65,000
AVER AGE	42,564	8	64,766
A15. A45	12,701	AVERAGE	75,703
RESEARCH (	TEFICERS:		
	R OF RESEARCH	DEANS:	
	TS & GRANTS)	EDUC AT IO	M
· · · · · · · · · · · · · · · · · · ·		2004110	
RANK	SALARY		
1	( 64,438)	RANK	SALARY
2	54,999	1	82,492
3	52,500	2	75,407
•	43,740	3	73,27?
. 5	41,388	•	( 72,558)
6	40,019	5	67,957
AVER 4GE	49,514	6 7	65,4
AVER 40C	497244	á	61,07; 35,058
		•	33,038
		AVER AG E	69,227
RESEARCH (			
	R OF INST1-		
TUT1 ONAL	L RESEARCH		
RANK	SALARY		
1	56,805		
Ž	56,112		
3	46,049		
4	44,326		
•	43,206		
6	39,042		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL PESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88



AVERAGE

47,590

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#### TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THIRTY-TWO UNIVERSITY SYSTEMS
IN TWENTY-SIX STATES

This table summarizes the data for thirty-two university systems in twenty-six states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State Universities
and Colleges
City University of New Tork
Indiana University
Louisiana State University System
Montana University System
Oregon State System of Higher Education
Southern Illimois University
State University of New York System
Texas A & M University System
University of Alabama System
University of Alabama System

of Higher Education
University of Arkansas System
University of California
University of Colorado
University of Hawaii System
University of Houston System
University of Illinois System

University of Kansas
University of Maine
University of Maryland
University of Sachusetts
University of Minnesota

University of Missouri
University of Nebraska Central
Administration

University of Nevada System
University of North Carolina
University of South Carolina
University of Tennessee
University of Texas System
University of Wisconsin System
University System of New Hampshire
University System of South Texas



		RANK	SALARY		
CHIEF EXE	CUTIVE OFFICER:	17	63,905	OPERATION	S UFFICERS:
	NT/LHANCELLOR	18	61.660		VE VICE PRES/
		19	78,498	CHANCELI	
		20	78,300	Contideed	LON
RANK	SALARY	21	75,260	RANK	SALARY
1	190,600	22	75,120	1	151.000
2	104,700	23	73,060	Ž	125,000
3	152,000	24	71,206	3	123,400
4	140,060	25	64,000	4	120,000
5	139,266	-5	341000	Ġ	105,685
6	135,000	AVER AGE	92,827	6	100,605
7	130,000		72,021	7	91,8¢1
ė	122,435			8	90,00B
9	120,200			9	g9,904
1ó	126,000	ACADEMIC (	JFF1CERS:	10	( 89,000)
11	120,000	AS SOCIAT	TE VICE PRES/	11	85,440
12	117,261	CHANCELL	.OR	12	63,250
13	115,000			13	( 82,440)
14	115,000	RANK	SALARY	14	73,903
15	111,005	1	103,600	**	131703
16	107,004	2	65,854	AVER AGE	160,884
17	106,271	3	v2 • 68 d	AVEN AGE	1001004
18		4	61,120		
19	106,000	5	80,556		
20	100,000	\$	79.152	0050 477.00	000 1000
21	102,000 101,760	7	76,790		S OFFICERS:
22		8	76,655		RATIVE VICE
23	99,500	9	72,468	LK F2IDE	NT/CHANSELLUR
	90,160 97,049	10	69,506	544	041.459/
24		ii	00,095	RANK	SALARY
25	95,000	12	57,100	1	104,500
26	94, 230	13	55,C20	2	164,392
27	93,713	14	50,127	3	93,660
28	93,713	- •	307-2.	4	91,763
29	84,000	AVERAGE	74,154	5	89,145
30	86,996	7-17		6	74,050
31 32	73,300			7	74,011
34	61,800			8	73,450
AVERAGÉ	112 010	ACADEMIL C	OFFICERS:	9	73,140
AVERAGE	112,819	ASSISTANT VICE PRES/		10	61,758
		CHANCELL	.OK	11	54,500
ACAD EMIC	16#1C LUC+			AVERAGE	ul,763
	VILE PRES/	RANK	SALARY	AVERAGE	011103
CHANCELI		i a	94,600		
CHARCEL	- OR	2	90.000		
RANK	SALARY	3	79,380	0.000 0.471 0.00	
1	151,000	4	78,504		urrilers:
_	123,400	5	65,000		CE PRESIDENT/
3	149,500	6	63,564	CHANCELL	.טא
4	110,750	1	00,477	RANK	CALADY
	104,392	8	57, 333		SALARY
5 6	104,572	9	57,275	1	98,200
7		10	50,025	2	90.300
8	90,633 98,376			3	71,060
9		AVERAGE	04,616	4	62,058
10	95,500			5	44,620
11	94,640			AMED . T.	<b>-</b>
	92,600			AVER AGE	74,368
12 13	92,250				
	91,763				
14 15	89,145 ( 89,000)				
16	87,720				
	01,120				



		RANK	SALARY		
UPERATION	IS UFFICERS:	26	50,097	FINANCE AN	ID BUSINESS
_	VE ASSISTANT/	27	43,500		VILE PREST
_		AVERAGE	70,553		
RANK	SALARY			RANK	SALARY
1	82,000	OPERATION	S UFFICERS:	1	116,300
2	00,412		R OF INSTI-	2	115,000
3	77,074	TUTIONA		3 4	110,860
4 5	16,932	70722.7		<b>4</b> 5	107,000
6	( 70,500) 74,308	RANK	SALARY	6	1 04,500 1 04,3 42
7	73,320	1	90.00u	7	104,542 103,060
8	72,500	2	62,688	8	160,700
9	70,050	3	77,606	9	93,000
10	68,000	4	71,004	10	93,000
11	64,800	5	70:124	11	92,600
12	61,522	6	69,505	iz	87,720
13	60,840	7	60,522	د 1	67,000
14	29 <b>,</b> 500	8	( 59,837)	14	65,775
15	53,448	y	57 <b>,</b> 500	15	85,000
16	53,244	10	56,355	16	83,905
17	50,400	11	55,037	17	( 82,440)
18	49.000	12	51,504	18	81,930
19	48, 708	13	43,260	19	76,300
20	41,200	14	42 <b>,</b> 180	20	77,198
21	45,336	15	41,392	21	76,036
22	33,000	16	JY <b>,</b> 459	22	73,750
		17	37,600	23	10,404
AVERAGE	62,643	18	35 <b>,</b> U U U	24	70,000
		19	34,569	25	000,600
		20	33,000	26	63,747
		= -		27	54,995
OPERATION	S UFFICERS:	AVERAGE	55,417		
LEGAL C	OUNSEL			AVF" AGE	87,771
		OPERA I LUN	S OFFICERS:		
		SE CRETA	RY TO THE		
RANK	SALARY	BOAKO			
1	126,000				IN ANZINE 22
2	120,000	RANK	SALARY		ASSOC VICE
3	104,392	1	98•96u	PRES/CHA	NCELLOR
4	94,110	2	91,360		041451
5	43 <b>,</b> 600	3	8d • 200	RANK	SALARY
6	67,720	4	( 86,340)	1	62,220
7	ø <b>7,</b> 354	5	dU , 600	2	80,600
8	( 66,340)	6	77,030	3	74,000
9	ø <b>5,</b> 720	7	( 70,500)	4	05,460
10	b4, v00	8	65,600	>	03,659
11	78,500	y	62,075	5	61,450
12	77,000	10	0U • 6 dÚ	7	57,220
13	76,960	11	59,020	2.47	40 336
14	73,439	12	26,70u	AVERAGE	69,230
15	72,019	13	54 <b>,</b> 124		
16	67,309	14	50,000		
17	67,200	15	451427		
18	66,000	16	41,601		
19	65,460	17	36,364		
20	64,250	18	35,893		
21	60,946	19	34,020		
22	59,400	20	28,243		
23	56,442	21	22,793		
24 25	56, 2 68 55, 914	AUCHALE	£44 4.5 ··		
23	55,913	AVEKAGĚ	59,658		



		RANK	SALARY		
FINANCE A	ND ANSINESS	4	36,530	FINANCE AND	BUSINESS
OFFILERS:	ASST VICE	5	34.926	OFFI CERS:	
PKES/CH/	ANCELLUR			TR & SURER	
DANK	041.401/	AVERAGE	45,427	544.5	
RANK 1	SALARY 97,300			RANK	SALARY
2	d1,528	FINANCE AN	A DISTANCE	1 2	144,900 36,500
3	86,600	OFFICERS:	n pn214522	2 غ	75,600
4	19,332	CONTROLL	ER	4	72,112
5	75,600		<del></del> .	•	71,000
6	75,600	RANK	SALARY	6	67,465
7	72,480	1	82.688	7	04,470
8	67,065	2	<b>82.000</b>	8	03,000
9	65,730	3	62 <b>,</b> 000	y	61,376
10	65,000	4	74,424	10	53,878
11	63,000	5	69,500	11	47,316
12	62,300	6	69,300		
13 14	( 59,837) 51,948	7	63,547	AVEKAGE	75,420
15	49,860	8 9	63,000		
16	43,349	10	62+26ù 62+000		
••	131327	11	57,000	FINANCE AND BU	SINESS
AVERAGE	68, 157	12	56,026	OFFI CERS:	
		13	55,865	DI RECTUR UF	PERSONNEL
		14	48,950	D 4 5 Hz	CALADY
	ND ROC. 4F22	15	43,500	RANK	SALARY 78,250
OFFICERS:	DEE TOE .	16	30,597	1 2	75,273
BUUGET (	DELICEK			3	72,560
RANK	SALARY	AVER AGE	62,539	4	71.919
1	82,688			5	71,000
2	( 81,000)			6	70.599
3	78,250	FINANCE AN	D BUSINESS	7	00,260
4	76.650	OFFICERS:		8	01,500
5	67,344	AUDITOR		9	60±0U0
6	63,034	RANK	SALARY	10	59, 340
7	62,040	1	86,448	11	591660
8	61,200	2	82+688	12	50,150
9	60.000	3	17.500	13	55,020
10	51,237	4	71,285	14 15	49,727
11	<b>56:490</b>	5	68.000	16	40,350 39,006
12	55,000	6	67.260	17	38,480
13 14	54,600 53,636	7	. 62.500	18	37,944
15	<b>62.000</b>	8	60,000		
16	50,100	9	59,925	AVERAGE	59,466
17	44, 380	10	( 59.037)	_	
18	40.800	11	59,300		
19	45+345	12	54,200		
20	41,833	13	59,112		
21	31,312	14 15	>7,800 52,350		
		16	49,207		
AVERAGE	58 <b>:</b> 370	17	49,170		
		13	47,398		
FINANCE AN	ND BUSINESS	19	46:000		
OFFI CERS:		20	45,200		
	MANAGER	21	42.660		
		22	42,540		
RANK	SALARY	23	42,242		
1	57,796	24	41,966		
2	53,860				
3	44,000	AVERAGE	57,915		



		RANK	SALARY		
PUBLIC KE	LATIUNS UFFICERS-	10	68.810	FACILITIE	S OFFICERS:
INFURMA	TIUN SERVICES:	11	( 60,040)		ESIDENT/
A ICE b	RES/CHANCELLOR			CHANCEL	LOR
RANK	SALARY	AVER AGE	83,727		0.11.4517
I	97.200			RANK	SALARY
2	( 91,133)			1	89,964
٤	90,060	PUBLIC REL	ATIONS OFFICERS-	2 د	85,000
4	89:000		IVE RELATIONS:	4	ძშ,550 გპ,179
5	87,720	DIRECTO		5	76,300
6	( 65,104)	J 1.1.2011	•••	6	70, 300 74, 457
7	80,400	RANK	SALARY	ř	58,174
8	70,600	1	89,976	8	58,000
9	76.000	2	63,700	•	30,000
10	( 68,040)	3	81,000	AVERAGE	76, 141
ii	60,340	4	75.000	ATENAGE	10,141
••	001340	5	74,970		
AVERAGE	6l,958	6	64.200		
A12.11A02		7	66.746		
		ક	57,000		S OFFICERS:
		9	55,469		ICE PRESIDENT/
		10	54.490	CHANCELI	LOR
	LATIONS OFFICERS-	11	53,004		0.41.4.01/
	TIUN SEKVICES:	12	47,925	RANK	SALARY
DIRECT	DR	13	46,592	1	79,560
DANIK	041.457/	14	25,600	2	75,∠70
RANK	SALARY		•	3	11, 743
1	80 • 844	AV ER AGE	62,371	4	62,040
2	77,270		•	>	50, 349
3	69,509				
4	63,981			AVERAGE	68,572
5	60.000		ATIONS OFFICERS-		
3	57,500	DE VELUPA	-		
7	50,629	VICE PR	LES/CHANCELLOR		
8	56,200				S UFFICERS:
9	54,906	RANK	SALARY		F BREZIDENTY
10	53,943	1	(86,204)	ÇH ANCE LI	LUR
11	52,500	2	( 65,104)	BANK	CALADY
12	40,662	3	83,200	RANK	SALARY
13 14	48,000	4	75.104	1	92,000
15	44,200 63.366	5	61,250	2	76,012
16	43,344	6	>1•48C	3	75+020
17	41,760 34,999	AMED 405		4	66,543
17	371777	AVER AGE	74,067	5	54,600
AVERAGE	>5,030			AVERAGE	74,841
PURL 10 kg	LATIONS OFFICERS-	PUBLIC KEL Developm Directo		SACTITIES	UFFICERS:
	TIVE RELATIONS:	O INCO 10	'n	DIRECTUR	
_	RES/CHANCELLOR	RANK	SALARY	DINECTON	
1.		1	78,756		
RANK	SALARY	2	73,000	RANK	SALARY
1	105,000	3	65,000	1	7>1650
2	102,750	4	62,925	2	73.800
3	90.000	5	55,517	3	62,830
4	£8,200	6	51,500	4	>0,000
5	85,200			5	57,425
6	64,672	AVERAGE	64,516	6	44,000
7	<b>83,1</b> 00			7	41,175
8	76,000			-	· ·
9	69,250			AVERAGE	59,140

